**SAP SuccessFactors RCM (comprehensive) – Course Syllabus**

Introduction to Success Factors
Introduction to provisioning
Introduction to Training instance
Admin Tools navigation
Employee data file
Permission – RBP/Non- RBP
Password Policies
Email notification
Text Replacement
Rating Scale and Route Map
Launch Forms
Employee Profile introduction
Picklist
Reports
Recruitment Management
Recruitment Instance setup
Candidate Statuses
Recruiting Roles
Job Requisition Functionality

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Job Requisition – JRDM
Job Requisition permission
Candidate Profile
Candidate Application
Candidate Country fields
Picklist and JRDM,CDM, CPT
Candidate Screening
Candidate Competencies
Interview Central
Job Code entity and job role tag
Candidate search and candidate tag
Offers
Email Templates – recruiting emails, offers and candidate status emails
Recruiting Admin
Recruiting Agencies
Equest – Jobvite
Mobile Recruiting , Data Privacy configuration country wise
Onboarding
Introduction to onboarding
Enable Features in onboarding
Super Admin setup
Web Services setup
Create Admin and setup RBP
Create Reports and Sync jobs
SSO Setup
Corporate Structure
Secruity setup
Data List
Setup Panel Designer – Custom validation using Javascript, regulare validation, advance condition
Custom Notification
Mapping Fields on Panels to PDF forms (pre-requisite ADOBE writer is required)
MDF customization for Day 1 user
Offboarding
Initiation Step
Employee Step
Exit Interview
Employee Central
EC overview
Setting up EC environment
EC Key features
EC data models

Introduction to Foundation Tables
Basic Foundation Table Configuration
Country Specific Configuration (CSF) for Foundation Tables
Country Specific Configuration (CSF) for Foundation Tables
Associations
Employee Data Overview
Basic Employee Data Import
Basic Employee Data Configuration
Country Specific Employee Data Configuration
Propagation
Mass Changes
Position Management
Self Service, Workflows, and Event Reason Overview
Employee Central Reporting
Global Assignment
Time Off
Integration – EC + RCM + ONB
RCM + EC
RCM + ONB + EC
RCM + ONB + EC + Offboarding
Integration – RC M – SAP, RCM + ONB – SAP
RCM + SAP
RCM + ONB + SAP
Goals & Performance Mangement
Goal Management
Provisioning Settings for Goal & Performance Mgmt Modules.
Goal Execution
Overview of Job Families and Job Roles
Form Templates
Goal Plan Permissions
Goal Plan layout.
Stack Ranker
Mass Import of Goals
Integrating Goal and Performance Mgmt Modules.
Working with Goal and Performance templates (Xml Templates).
Performance Management v12
Compensation
Compensation Mastery Prework, Setup Provisioning for Compensation and Comp admin tools
Data Integration User Data File.
Compensation Plan Template.
Compensation Salary Sheet Management

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Work Sheet Designer, Column Designer
Setup Look UP Tables, Setup Salary Pay Matrix, Currency Conversion Setup and Setup Job Code and Pay Grade Mapping Tables.
Compensation Eligibility
Compensation Guidelines
Assigning Route Maps to Compensation Template.
Multi-Dimensional Matrix for Guidelines.
Compensation Program Budget
Setup Salary Proration
Creating Compensation User data Import and export of User Data.
Executive Review, Multi-currency review
Bonus Sheet, Bonus Guidelines, Bonus Rules.
Stock Options, Rating Sources
Compensation Statement templates, Compensation Statement
Create/Delete and update Compensation work sheets, Recall Compensation Statements and Admin Maintenance
EC Integration
Analytics & Reporting
Introduction to Reporting, Manage Report Permissions
Introduction to Dash Boards, Set up process dashboards, Rating Scale Dashboards
Create Interactive Dashboards
Adhoc report Builder, Custom Reports Creation, Sharing Reports.
Online Report Designer