

Course - II

Goal Management

1. Goal Management
2. Provisioning Settings for Goal Management Module
3. Goal Template Customization – XML Data Model & UI
4. Goal Template – Rating Scales Assignment
5. Goal Template – Route Map Assignment
6. Goal Template – Edit Categories
7. Goal Template Data Model – XML File downloading
8. Goal ID, GUID and SUBGUID
9. Goal Template – Add new goal
10. Goal Template – Goal Wizard
11. Goal Template – Copy goal from other plan
12. Goal Plan Template Options
13. Group Goals Creation
14. Goal Template – Import Goals
15. Goal Template – Mass Assign
16. Goal Alignment – Cascade Push
17. Goal Alignment – Cascade Pull
18. Goal Alignment – Cascade Link
19. Goal Template – Weight Rules
20. Goal Creation with Metric Lookup table
21. Goal Plan - Custom Calculations
22. Import/Export – Goal Library
23. Beta Goal Import
24. Goal Transfer between Users
25. Goal Management – Email Notification Settings



Performance Management

1. Performance Management
2. Provisioning Settings for Performance Management Module
3. Adding new template from Success Store
4. Managing templates
3. Performance Template Customization
4. Performance Template – Rating Scales Assignment
5. Performance Template – Route Map Assignment
6. Integrating Goal Plan template with Performance Template
7. Core Competencies vs Job Specific Competencies
8. Configuration of Job Families and Roles
9. Performance Review Template Summary Section
10. Launching Forms
11. Performance Plan User execution as per Route Map
12. Performance Template – V11 vs V12 Comparison
13. Stack Ranker Configuration.
14. 360 Multi Rater Process.
15. Provisioning Settings for 360 Multi Rater Review Process
16. 360 Multi Rater – Route Map configuration
17. 360 Multi Rater Template Customization
18. 360 Multi Rater XML File Modifications
19. 360 Multi Rater Form Template Settings
20. 360 Multi Rater Launching form
21. Blind Spot and Hidden Strength Report
22. Enabling Continuous Performance Management (CPM)
23. Continuous Performance Management_Activity and Topics
24. Continuous Performance Management_Coaching and Achievements
25. Calibration Process - Provisioning Settings
26. Manage Calibration template
27. Manage Calibration Session
28. User Execution Process of Calibration

Compensation Mastery

1. Compensation Management Introduction
2. Compa-Ratio, Range Penetration and Salary Proration Calculation
3. Setup Provisioning for Compensation.
4. Enabling and Navigating Compensation Administration
5. Assigning Route Maps to Compensation Template
6. Employee Data Export
7. Compensation Data Uploading Options
8. Currency Conversion Tables
9. Salary Ranges – Job Code and Pay Grade Mapping
10. Clone Compensation Plan
11. Plan Set up – Basic Settings
12. Plan Set up – Advanced Settings
13. Design Work Sheet – Standard and Custom Columns
14. Design Work Sheet – Formulas in Custom Columns
15. Lookup Tables with Custom Business Scenario
16. Plan Instruction
17. Define Compensation Period Data
18. Budget Rules
19. Eligibility Rules
20. Guidelines
21. Rating Sources
22. Define Planners
23. Create Compensation Work Sheets
24. Manage Compensation Work Sheets
25. Complete Compensation Cycle
26. Create Compensation Statement
27. Compensation Statement Generation
28. Recall Compensation Statements
29. Modify Compensation Statement Settings
30. Preview Compensation Statement
31. Generate Revised Compensation Statement File