SAP SuccessFactors ♡

SAP eBook
SAP SuccessFactors HCM Suite

Introducing the SAP® SuccessFactors® HCM Suite
Put people at the center of your business

THE BEST RUN **SAP**

Transform HR to deliver an experience that engages your workforce

Whether you're a business, HR, or technology leader with a vision to bring to life, or a human resources professional with more immediate challenges, SAP® SuccessFactors® solutions can help you unlock the potential of your people and drive business results.

Today's digital, hyperconnected economy poses formidable challenges for HR:

- The modern workforce is multigenerational, culturally diverse, highly mobile, and includes many contingent workers. It's almost too much to track and manage effectively as a whole.
- Today's employees want more coaching, career development, and performance incentives. If you're unable to meet these needs, your top performers will find another employer who can.
- Traditional HR systems and processes are complicated – a new approach is needed to navigate the talent needs of multiple regions, divisions, and functions.

These are serious challenges but you can meet and beat them. SAP SuccessFactors solutions are designed to engage employees, change the way managers and employees interact, and use analytics to support better decision making. In short, they are the key to building the agile workforce you need to make business succeed.

Companies around the world are choosing SAP SuccessFactors solutions for their digital HR journey to maximize each employee's unique potential and future-proof HR. **Find out** how these companies are executing their transformation with their people. Because even in a digital economy, success is simply human.

Build a strong foundation

Get your workforce ready for tomorrow
You need to make sound people decisions to grow your business. But data is fragmented across your organization and outdated systems are difficult to use. Something new is needed – the SAP SuccessFactors Employee Central solution.

SAP SuccessFactors Employee Central is what core HR should be – a global system of record with a consumer-like, intuitive user interface that captures key workforce data and uses it to create tangible and measurable business results. With this solution, you get:

- A single view into all workforce data across ge-ographies, cost centers, and employee types
- Intuitive tools to form groups, network, and share knowledge around common goals, interests, projects, work experience, locations, and much more
- Support for any combination of business units, geographies, cost centers, and job structures

without code, spreadsheets, or offline processes
- Support for any pay structure so you can vary pay by geography, job class, grade, or legal entities
- A radically simple user experience that reduces self-service errors and boosts adoption
- Support for global benefits so you manage monetary and nonmonetary benefits for your global operation
- A set of capabilities called intelligent services, designed to provide more personalized and consistent service delivery for employees, managers, and HR – all while reducing the cost of how HR services are delivered
- Intuitive time and attendance tools to manage and request different types of absences, working time, and overtime
- Strong auditing capabilities to meet regulatory requirements

Build a strong foundation

Know your talent needs

Attract and hire the best talent

Get new hires ready for a quick start

Set goals and give feedback

Reward great results

Prepare for future and grow talent

Develop critical skills

Turn information into insight

Connect seamslessly with mobile

Collaborate effortlessly

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- Simple reporting tools, 2,000+ built-in metrics, benchmarks for any company, and support for trending and drill-down analyses
- The capability to manage the total workforce and take advantage of built-in integration with SAP Fieldglass® solutions, which offer market-leading vendor management in the cloud for external labor and services procurement.
- Easy integration with other on-premise or cloud-based payroll, workforce management, and U.S. benefits solutions

Learn more

SAP SuccessFactors Employee Central
Discover how core HR systems should be.

For more information, go to
www.successfactors.com/employee-central-brochure.pdf.

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Know your talent needs

Get your workforce ready for tomorrow
An aging workforce. Global skill shortages. Changing technology requirements. Decreasing employee loyalty. It's never been more important to plan your workforce.

The SAP SuccessFactors Workforce Planning solution provides you with sophisticated workforce modeling so you can create
strategies today that help ensure your organization's readiness for the future.

- Analyze business issues, drivers, and environmental factors and decide on future scenarios. Capture planning assumptions and identify critical job roles and capabilities.
- Project the size and shape of the future workforce required to execute your business strategy. Conduct detailed demand modeling, internal supply forecasting, and gap analysis for skills across critical job roles.

- Identify workforce risks that pose a threat to your business strategy and execution
- Perform "what if" modeling to quantify the outcome of various workforce scenarios and compare the true business impact of employee hiring, development, and retention decisions
- Determine how to integrate workforce strategies into overall corporate strategies and how to measure success

Learn more

SAP SuccessFactors Workforce Planning
Mitigate risk and execute your strategy more effectively.

For more information, go to
www.successfactors.com/workforce-planning-brochure.pdf.

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Accelerate your recruiting efforts and see real business results
Finding the right candidates has never been more challenging, despite more online and social re-cruiting channels than ever. How do you source, engage, and hire the best people?

SAP SuccessFactors Recruiting is the most com-prehensive recruiting solution that helps you drive strategic business initiatives end-to-end, by sourcing and engaging the best candidates, in-cluding contractors and other external resources. Unlike other solutions, SAP SuccessFactors Re-cruiting doesn't just focus on applicant tracking. Rather, it gives you the tools to turn every job opening into a recruitment program - reaching candidates around the globe, engaging with them in a meaningful way, and staying in touch until the timing is right.

- Deliver the right message, in the right channel, at the right time: Provides automated or pick-and-post job distribution to more than 4,000 sources worldwide, to tap into even the hardest-to-reach talent pools
- Deliver an engaging candidate experience: En-gage the world's best talent across all devices, anywhere in the world, to convey your employer brand and build strategic talent pools to proac-tively source from for the future
- Hire the best talent worldwide: Use a selection process that is built for global recruiting efforts, from data privacy and compliance to configu-rable processes and simplifying recruiter and hiring manager activities - all while providing guidance across every step

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- Align with the business: Leverage powerful analytics to closely match recruiting efforts with strategic goals, and demonstrate tangible business results or combine with SAP Success-Factors Workforce Analytics and SAP Success-Factors Workforce Planning for even deeper insights
- Get the best candidates in the door faster with electronic offer letters and e-signature using the SAP Signature Management by DocuSign and ensure new hire success

Learn more

SAP SuccessFactors Recruiting
Rethink how you recruit the world's best talent.

For more information, go to
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Get new hires ready for a quick start

Decrease time to productivity and increase retention
The SAP SuccessFactors Onboarding solution creates a personalized onboarding experience for new hires while being a simple-to-use tool for hiring managers, enabling them to get new hires up to speed, productive, and engaged from before day one.

SAP SuccessFactors Onboarding helps you, your hiring managers, and new hires by:

• Guiding HR, the hiring manager, and the new hire in a meaningful way through the steps of the onboarding process
• Connecting new hires with the right people and relevant content even before they start

• Simplifying the new hire process on site or for remote workers with mobile paperwork and signatures with the SAP Signature Management by DocuSign
• Developing new hires quickly, turning them into productive employees and enabling them to begin contributing in record time

Learn more

SAP SuccessFactors Onboarding
Help new hires feel connected and informed from even before day one.

For more information, go to
www.successfactors.com/onboarding-brochure.pdf.

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Performance reviews shouldn't be something you dread
To succeed in business today, organizations need a workforce that clearly understands the strategic business objectives and can quickly adjust course as business needs evolve with continuous feedback and coaching.

SAP SuccessFactors Performance & Goals is a powerful performance management solution that helps you align employee activities with organizational strategy and monitor performance – providing subordinates with continuous, meaningful feedback and coaching.

The solution helps:

- Employees check in with their managers to receive regular feedback on how effectively they are performing in their jobs and get guidance on how to improve
- Managers create a more accurate, clear, and engaging review process with an easy-to-use, next-generation interface that promotes faster user adoption, increased engagement and review completion rates, and better quality reviews
- Companies align goals and performance with compensation to instill an objective meritocracy that rewards high performers and helps develop others

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- Employees and managers develop fully aligned, meaningful goals with instant recommendations from the library of more than 500 SMART goals (that is, specific, measurable, attainable, relevant, and timely)
- Executives visually compare and rate your talent to clearly identify not just high performers, but potential future leaders

Learn more

SAP SuccessFactors Performance & Goals
Help your people perform at the top of their game.

For more information, go to
www.successfactors.com/performance-goals-brochure.pdf.

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Identify and retain your top performers
Employee compensation is the largest expense for most companies, yet compensation planning that relies on e-mail and spreadsheets is error-prone, unsecure, and unproductive.

The SAP SuccessFactors Compensation solution helps business leaders, compensation managers, and HR professionals overcome these problems, dramatically improving budget accuracy, reducing risk, and tying their greatest expense – employee pay – to actual business results.

With SAP SuccessFactors Compensation you can:

• Help ensure fairness, engagement, and retention by providing a clear connection between employee performance and employee compensation

• Make sure certain budgets are used wisely and are compliant and audit-ready with flexible budget modeling that supports cascading and global merit planning
• Solve the "global versus local" challenge by having central guidance and oversight while allowing local HR teams to set up and administer compensation programs independently
• Gain comprehensive insight by tracking financial and business goals and comparing target metrics to actual results to determine payouts

Learn more

SAP SuccessFactors Compensation
Create competitive compensation plans that deliver results.

For more information, go to
www.successfactors.com/compensation-brochure.pdf.

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Address tomorrow's talent gaps and help employees build a great career
The SAP SuccessFactors Succession & Development solution helps HR professionals identify and develop the talent needed to improve organizational strength and achieve today's business goals, while providing visibility and planning for future growth.

Using it you can increase employee engagement, foster professional growth and development, and maximize career opportunities for top talent.

SAP SuccessFactors Succession & Development helps you:

• Identify employee competency and skill levels and objectively assess employees' potential
• Optimize organizational alignment and ensure leadership continuity by using skills and competency libraries to align your workforce with critical business needs

• Uncover workforce insights and provide talent visibility for HR, managers, and executives with an interactive succession organization chart
• Engage and motivate employees by allowing them to explore career paths, connect with others in desired roles, and identify and address gaps in preparation for future roles
• Enable strategic succession management by using workforce planning insights to analyze talent supply and demand

Learn more

SAP SuccessFactors Succession & Development
Identify and develop future talent and leadership.

For more information, go to
www.successfactors.com/succession-development-brochure.pdf.

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Train your people and turn them into a competitive advantage
The SAP SuccessFactors Learning solution helps learning professionals improve employees' skills, develop leaders, reduce compliance risk, and better enable external audiences.

With this comprehensive solution you can:

• Improve organizational agility, innovation, and business outcomes by putting your employees at the center of the learning experience – making them both teacher and student
• Deploy training to your external audiences by creating unique "extended enterprise" environments for your partners, customers, franchisees, and others
• Automate and assure compliance training to help ensure employees have the necessary qualifications and certifications

• Deliver a comprehensive blended learning strategy that includes e-learning, classroom and virtual instructor-led training, mentoring, experiential on-the-job training, collaboration, and networking with subject-matter experts
• Remove the cost and complexity of content management with SAP SuccessFactors content as a service

Learn more

SAP SuccessFactors Learning
Build a highly trained workforce and eliminate skills shortage.

For more information, go to
www.successfactors.com/learning-brochure.pdf.

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Deliver big insights with Big Data
The SAP SuccessFactors Workforce Analytics so-
lution helps organizations combine people data
and business information with speed and accura-
cy to gain critical insights – such as into voluntary
turnover and customer satisfaction – in real time
to improve performance and reduce risks.

The solution provides concrete and actionable in-
sights into workforce data to drive your business
strategy today and help you plan for the future:

• Understand what's happening in your workforce
  and why, with a powerful, easy-to-use drag-and-
  drop interface that allows you to analyze across
  measures and dimensions
• Relate information to what the organization is
  doing as a whole by correlating core HR and
  talent data with financial, customer relationship
  management, and survey data

• Create a consistent language for discussions
  across the organization using 2,000 predefined
  metrics and measures in SAP SuccessFactors
  solutions
• Easily generate your own reports and dash-
  boards in PDF, Microsoft Word, or Microsoft
  Excel format
• Hone business strategies by identifying the
  leading indicators of organizational effective-
  ness and formulating action plans to achieve
  your corporate goals
• Improve workforce profitability by creating
  targeted initiatives based on empirical evidence,
  not "gut feelings"

Learn more

SAP SuccessFactors Workforce Analytics
Base decisions on accurate, real-time insights.

For more information, go to
**www.successfactors.com/workforce-analytics-
brochure.pdf**.

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Get on-demand access from any device, anytime
Often called the millennials, the youngest generation in the workforce is connected, tech-savvy, socially networked, and collaborative, and they are changing the way workers of every generation do their jobs.

To attract and keep these workers, you need to provide the technologies they want to use to interact and communicate. Here's what they expect:

- Mobile capability has become a requirement: Web-enabled smartphones and tablets have become the primary way most people go online. Your workers expect everything to be available in the palm of their hands.
- Consumer technology sets the baseline: these workers will have no patience for office technology that isn't as intuitive and easy to use as consumer technology.

- On-demand access is expected: today's workers are accustomed to being connected to the tools and information they need 24x7.

SAP SuccessFactors solutions provide tools for mobile access that enable employees to easily connect with colleagues, internal experts, external partners, and customers, anywhere, anytime, from any device.

Learn more

SAP SuccessFactors Mobile app
Take connectivity to the next level.

For more information, go to
www.successfactors.com/mobile-brochure.pdf.

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Deliver game-changing results
The SAP Jam™ collaboration platform delivers social collaboration wherever employees work. It connects customers, partners, and colleagues with information, applications, and processes, enabling them to solve business-critical problems and drive results. And it can be accessed in your business applications, on your mobile device, or through SAP Jam itself.

As a social collaboration foundation that natively integrates with SAP SuccessFactors and SAP solutions, in the cloud or on premise, SAP Jam solves the problem of multiple social silos by delivering a complete, easy-to-use social experience across all your applications and business processes:

• Speed time to hire with collaborative recruiting that brings together HR, hiring managers, and other stakeholders

• Use social onboarding to rapidly connect new employees with the relevant people and content they need
• Harness the power of social learning to encourage mentoring and information sharing and enhance employee learning
• Improve performance management by helping ensure team and individual goals are transparent and collaborative
• Keep employees engaged with rich tools that support structured work and allow the unstructured sharing of ideas and topics.

Learn more

SAP Jam
Build a collaborative organization.

For more information, go to
www.successfactors.com/jam-brochure.pdf.

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Maximize your investments with our services

Get expert guidance with SAP Digital Business Services
The SAP Digital Business Services organization can help reimagine your core human capital management process while supporting every step of your digital transformation with an outcome-based approach.

SAP Digital Business Services takes time to understand your business drivers and work with you to define success for your projects. Get guidance on configuration and implementation to help you accelerate ROI and maximize employee adoption of SAP SuccessFactors solutions. Your people will have access to digital, consumer-grade technology to work smarter, faster, and better.

Our human capital management (HCM) consultants have been working in this field for decades, and have an average of 10 years of experience implementing solutions in the cloud. They serve over 100,000 customers in 130 countries. They are focused on SAP software and have the systems integration know-how to make cloud-based SAP SuccessFactors solutions work in any business environment.

Learn more

SAP Digital Business Services
Unlock the power of your SAP SuccessFactors solutions with SAP Digital Business Services.

For more information, go to **www.successfactors.com/en_us/services/sap-professional-services.html**.

Maximize your investments with our sevices

Access global ecosystem support

Access global ecosystem support

Move into the cloud with SAP's world of partners
Whether it's your first cloud project or you're looking to add solutions, you're never on your own when you partner with us. And because the cloud is in our DNA, we can quickly adapt to changing business needs. With SAP and its partner ecosystem, you have access to global expertise and innovation to help you:

• Deliver compliance at the local level: SAP's HR solutions are deployed in 41 languages and 177 countries, and a worldwide network of experts constantly monitors the latest compliance requirements.
• Benefit from strategic partnerships: We've built unique partnerships to support your journey and preserve your investments, including some of the best-known brands in HR support.

• Integrate systems easily: More than 170 systems integration and application partners can support you with predefined integrations and industry best practices.
• Access content and community: With more than 19,500 unique HR content elements, we build our solutions on proven best practices to propel you to success and encourage user adoption

Learn more

SAP Global Partners Network
Access global ecosystem support.

For more information, go to
www.successfactors.com/en_us/about-successfac-tors/partners.html.

Maximize your investments with our sevices

Access global ecosystem support

SAP SuccessFactors HCM Suite

Success is simply human
No matter where you want to begin, SAP SuccessFactors solutions are ready. You can start with any solution and move at the pace you want, but we know that speed – and the need to reduce complexity – matters to our customers.

When you're ready to move, we can:

• Assemble complete, end-to-end, global solutions across the entire employee lifecycle
• Assist global adoption with content, community, and an ecosystem of support
• Deliver a flexible, extensible architecture that offers a single source of truth
• Create simple, beautiful solutions – wrapped in mobile and social technologies – that encourage employee engagement

Your path into the cloud is unique to your business. Wherever you start, we have the blueprint for success. You can extend your existing technology investments for now or move all of your HR solutions to the cloud immediately. In a world of sudden change and uncertainty, you can depend on SAP SuccessFactors solutions to help you choose the right way to go.

Learn more

SAP SuccessFactors HCM Suite
Success is simply human

For more information, go to
www.successfactors.com.

SAP SuccessFactors HCM Suite

SAP SuccessFactors ♡

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