



Introducing the SuccessFactors HCM suite

Changing the way the world works

successfactors™
An SAP Company



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Find your talent blueprint

CREATE AN AGILE WORKFORCE WHILE DECREASING COMPLEXITY

As a business or HR leader you must approach talent strategically – as an asset, not a commodity. But there are challenges to overcome:

- **Changing demographics:** Today's workforce is multigenerational, multicultural, multinational, mobile, socially connected, hungry for development and, often, part-time.
- **Communication:** Today's teams are spread across countries and continents. Collaboration has never been more important – or more difficult.
- **Complexity:** Legacy HR systems are complicated to navigate and difficult to use, resulting in low adoption.
- **Intelligence:** Big Data and analytics promise greater business insights but it's difficult to present data in a way managers can easily understand.

SuccessFactors helps you overcome these challenges with a suite of solutions that enable you to eliminate complexity and run simple.



THIS E-BOOK IS FOR YOU

Whether you are a business, HR, or technology leader with a corporate vision you want to bring to life, or a human resources professional with more immediate functional requirements, SuccessFactors can help you connect your HR strategy to business results.

In this e-book you'll see how solutions that span the entire employee lifecycle simplify your technologies, processes, and decision making. And you'll learn how, combined with our global partner ecosystem and SAP's experience and commitment, they can help you achieve your goals. With SuccessFactors you can run simple, at the right speed, and in the right direction, to win.

Build a strong foundation (Employee Central, including payroll)
Know your talent needs (Workforce Planning)

Build a strong foundation

GET YOUR WORKFORCE READY FOR TOMORROW

You need to make sound people decisions in order to grow your business. But data is fragmented across your organization and legacy systems are difficult to use. Something new is needed – SuccessFactors Employee Central.

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 Employee Central, you get:

- A single view into all workforce data across geographies, 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
- Strong auditing capabilities to meet regulatory requirements
- Simple reporting tools, 2000+ built-in metrics, benchmarks for any company, and support for trending and drill down analyses
- Easy integration with other on-premise or cloud-based payroll, time and attendance, and benefits solutions

SUCCESSFACTORS EMPLOYEE CENTRAL
DISCOVER HOW CORE HR SYSTEMS SHOULD BE.
[LEARN MORE →](#)



Build a strong foundation (Employee Central, including payroll)

Know your talent needs (Workforce Planning)

Know your talent needs

GET YOUR WORKFORCE READY FOR TOMORROW

An ageing workforce. Global skill shortages. Changing technology requirements. Decreasing employee loyalty. It's never been more important to plan your workforce.

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



- Analyze business issues, drivers, and environmental factors and decide on future states and 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

SUCCESSFACTORS WORKFORCE PLANNING

MITIGATE RISK AND EXECUTE
YOUR STRATEGY MORE
EFFECTIVELY.

LEARN MORE →



Attract, engage, and hire the world's best talent (Recruiting)

Get new hires off to a quick start (Onboarding)

Attract, engage, and hire the world's best talent

OPTIMIZE YOUR RECRUITING EFFORTS
AND SEE MEASURABLE RESULTS



Finding the best candidates has never been more difficult, despite more online and social recruiting channels than ever. How do you spend your recruitment budget wisely and effectively, and then select and hire the best people?

SuccessFactors Recruiting is a comprehensive solution that helps you drive strategic business initiatives by bringing the best talent into your organization. It enables you to attract and engage top talent and helps you select and hire the best-fit candidates. Unlike other solutions, you can focus on more than just the selection phase of the process. With SuccessFactors Recruiting, you can concentrate on engaging with not only candidates but also your partners in the business, to drive meaningful change.

With SuccessFactors Recruiting you can:

- Deliver the right message, in the right channel, at the right time: SuccessFactors' job distribution methodology ensures that your jobs are put in front of the right candidates
- Recruit proactively, not reactively: Easy-to-use recruiter tools mean recruiters can focus on strategic recruiting activities to fill skills gaps and fill the talent pipeline for future growth
- Align with the business: Analytics lead to better alignment of recruiting practices to the business and show how recruiting is driving material business results

SUCCESSFACTORS RECRUITING

RETHINK HOW YOU RECRUIT THE WORLD'S
BEST TALENT.

[LEARN MORE →](#)



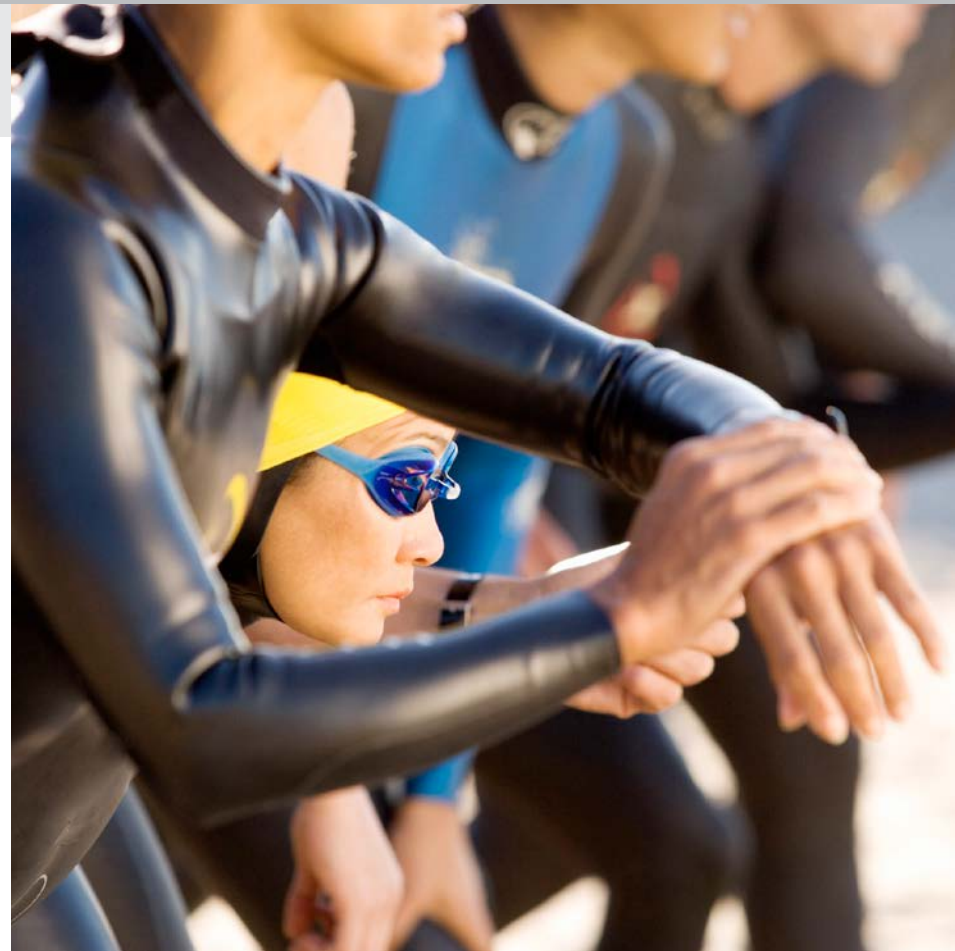
Get new hires off to a quick start

DECREASE TIME TO PRODUCTIVITY
AND INCREASE RETENTION

SuccessFactors Onboarding 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.

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
- Developing new hires quickly, turning them into productive employees and enabling them to begin contributing in record time



SUCCESSFACTORS ONBOARDING

HELP NEW HIRES FEEL CONNECTED AND
INFORMED FROM EVEN BEFORE DAY ONE.

[LEARN MORE →](#)



Set goals, give feedback (Performance & Goals) | Reward great results
(Compensation Management) | Prepare for the future and grow your own talent
(Succession & Development)

Set goals, give feedback

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.

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:

- Managers provide accurate and meaningful feedback and coaching by allowing them to visually assess their team's performance and easily identify top performers
- 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
- Align goals and performance with compensation to instill an objective meritocracy that rewards high performers and helps develop others
- Employees and managers develop fully aligned, meaningful goals with instant recommendations from the goal library of more than 500 SMART goals
- Executives visually compare and rate your talent to clearly identify not just high performers, but potential future leaders

**SUCCESSFACTORS
PERFORMANCE & GOALS**
HELP YOUR PEOPLE PERFORM
AT THE TOP OF THEIR GAME.
[LEARN MORE →](#)



Set goals, give feedback (Performance & Goals) | **Reward great results (Compensation Management)** | Prepare for the future and grow your own talent (Succession & Development)

Reward great results

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.

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

With SuccessFactors Compensation Management you can:

- Ensure fairness, engagement and retention by providing a clear linkage between employee performance and employee compensation
- Make certain budgets are used wisely and 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

SUCCESSFACTORS COMPENSATION MANAGEMENT
CREATE COMPETITIVE COMPENSATION PLANS THAT
DELIVER RESULTS.

LEARN MORE →



Set goals, give feedback (Performance & Goals) | Reward great results
(Compensation Management) | **Prepare for the future and grow your own
talent (Succession & Development)**

Prepare for the future by growing your own talent

ADDRESS TOMORROW'S TALENT GAPS
AND HELP EMPLOYEES BUILD A GREAT
CAREER



For organizations to excel in today's highly competitive global marketplace, succession management is imperative. SuccessFactors Succession & Development 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.

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 leveraging workforce planning insights to analyze talent supply and demand

SUCCESSFACTORS SUCCESSION & DEVELOPMENT
IDENTIFY AND DEVELOP FUTURE TALENT AND LEADERSHIP.
[LEARN MORE →](#)



Develop critical skills

TRAIN YOUR PEOPLE AND TURN THEM INTO A COMPETITIVE ADVANTAGE

Learning is essential to any organization's success because it improves business results, boosts productivity, and increases organizational competitiveness.

SuccessFactors Learning 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 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 subject matter expert networking
- Remove the cost and complexity of content management with SuccessFactors iContent, which provides content as a service

SUCCESSFACTORS LEARNING

BUILD A HIGHLY TRAINED
WORKFORCE AND ELIMINATE
SKILLS SHORTAGES.

LEARN MORE →



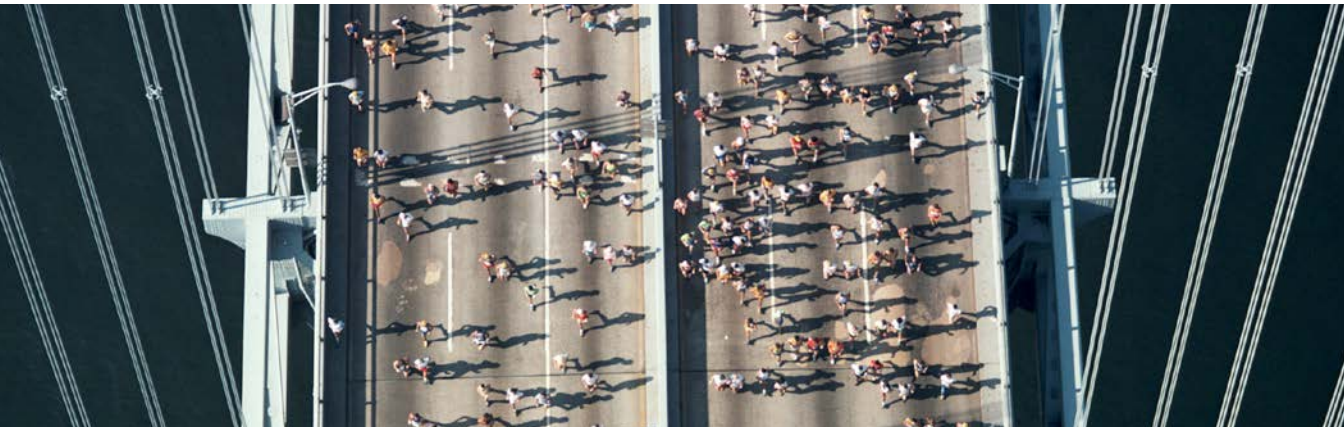
Turn information into insight

DELIVERING BIG INSIGHTS WITH BIG DATA

SuccessFactors Workforce Analytics helps organizations combine people data and business information with speed and accuracy to gain critical insights – such as voluntary turnover and customer satisfaction – that improve performance and reduce risks.

The solution provides concrete and actionable insights 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, CRM and survey data
- Create a consistent language for discussions across the organization using SuccessFactors 2,000 pre-defined metrics and measures
- Easily generate your own reports and dashboards in PDF, Word, or Excel
- Hone business strategies by identifying the leading indicators of organizational effectiveness and formulating action plans to achieve your corporate goals
- Improve workforce profitability by creating targeted initiatives based on empirical evidence, not “gut feelings”



**SUCCESSFACTORS
WORKFORCE ANALYTICS**
BASE DECISIONS ON ACCURATE,
REAL-TIME INSIGHTS.
[LEARN MORE →](#)



Turn information into insight (Workforce Analytics)

Connect seamlessly (Mobile)

Collaborate effortlessly (SAP Jam)

Connect seamlessly

ON-DEMAND ACCESS FROM ANY
DEVICE, ANYTIME



Often called the Millennials, the youngest generation in the workforce is connected, techsavvy, 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 24/7.

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

SUCCESSFACTORS MOBILE

TAKE CONNECTIVITY TO THE NEXT LEVEL.

[LEARN MORE →](#)



Turn information into insight (Workforce Analytics)
Connect seamlessly (Mobile)
Collaborate effortlessly (SAP Jam)

Collaborate effortlessly

DELIVER GAME CHANGING RESULTS



The SAP Jam social software 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 and SuccessFactors 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 ensuring 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

SAP JAM™

BUILD A COLLABORATIVE ORGANIZATION.

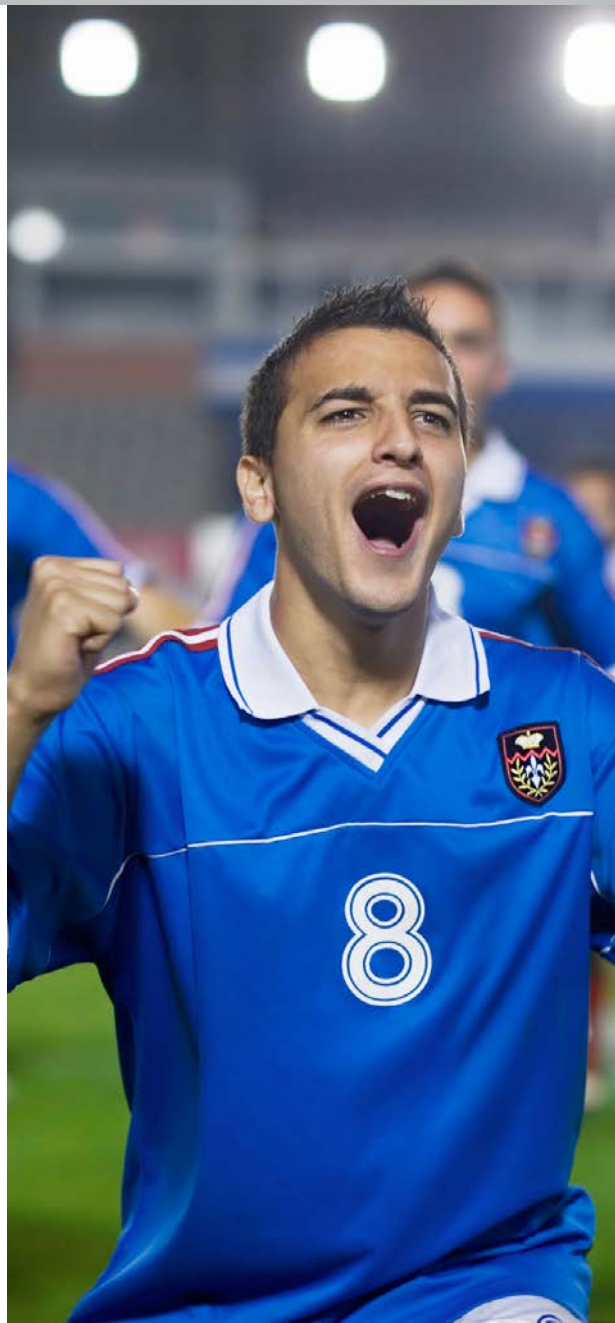
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Enjoy support from a global ecosystem

MOVE INTO THE CLOUD WITH SAP'S WORLD OF PARTNERS

Whether it's your first foray into the cloud or you're looking to add solutions, you're never on your own when you partner with us. With our ecosystem of innovation, expertise, and commitment we can help you reach your goals faster.



Because the cloud is in our DNA, we can quickly adapt to changing business needs. And with SAP and its partner ecosystem, you have access to global expertise to help you:

- **Deliver global compliance at the local level:** SAP's HR solutions are deployed in 35 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.

If you are looking for the fastest, easiest way to build a complete, end-to-end, global HR solution, SuccessFactors and SAP can get you there better than anyone.

Simple to run. Simple to use. SuccessFactors HCM Suite.

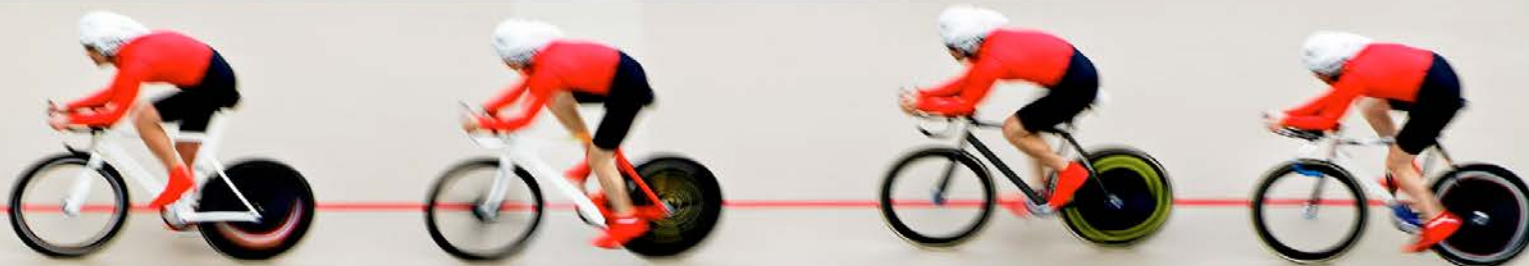
CHANGING THE WAY THE WORLD WORKS

No matter where you want to begin, SuccessFactors is 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 SuccessFactors to help you choose the right way to go.





About SuccessFactors, an SAP company

SuccessFactors is the leading provider of cloud based HCM software, which delivers business results through solutions that are complete, beautiful, and flexible enough to start anywhere and go everywhere.

SuccessFactors' customers represent organizations of all sizes across a wide range of industries. With more than 20 million subscribers globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise, and best practices insights from across our broad and diverse customer base. SuccessFactors solutions are supported by a global partner ecosystem and the experience and commitment of SAP.

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