SAP SuccessFactors ♡

SAP SuccessFactors HCM Suite: Improving Business Results through People

Today's rapidly and continuously changing business environment demands greater agility than ever and the ability to quickly develop new strategies as circumstances evolve. But, it's also critical to be able to execute those strategies rapidly and effectively.

A Harvard Business Review study[1] revealed that almost 40% of the company's strategy is diluted due to poor execution. It's no wonder that a Conference Board survey[2] of 180 CEOs showed that execution related issues were among the top three concerns.

It's the people inside the company that execute the strategies, so companies thatwant to set-up for success know they need a business solution to optimize their workforce for today and prepare it for tomorrow.

SAP SuccessFactors HCM Suite is that solution. SAP SuccessFactors improves executive insight and decision-making while ensuring you have the right people with the right skills doing the right work.

1 Harvard Business Review, Turning Great Strategy into Great Performance, Mankins and Steele
2 The Conference Board – CEO Challenge 2008

> "Dentsply looked at many alternatives, but we were really looking for a total solution. The only company that could do that was SAP SuccessFactors!"

Paula Caya, Corporate Human Resources Director, Dentsply

> "At Nissan, we focus on two different kinds of metrics: efficiency and effectiveness. By changing the HR culture and using a data-driven approach, with the help of SAP SuccessFactors, we have moved the needle on both fronts."

Lisa Rowan, Program Director, IDC

SAP SuccessFactors HCM Suite

The SAP SuccessFactors HCM Suite includes a complete set of tightly integrated talent management solutions, robust workforce analytics and planning, plus a next generation core HR solution.

With over 3600 customers and more than twenty million users in 177 countries, SAP SuccessFactors HCM Software is the most adopted Software-as-a-Service (SaaS) business software in the world. SAP SuccessFactors customers have seen tangible and measurable results such as:

- Mandarin Oriental Hotel Group saved over $5 million in recruiting fees alone by developing an internal talent pipeline.
- Avnet increased engagement to 75%, improving accountability and achieving higher performing branches.
- Novo Nordisk has improved its quality of hire by 35%, which has also reduced attrition from 5% to less than 3% across the company.
- Comcast increased customer satisfaction 10% by reducing turnover of call center staff.

Unique Competitive Advantage

The SAP SuccessFactors HCM Suite is comprehensive, engaging and flexible enough to start with any product and expand to every product in the suite. SAP SuccessFactors ties people strategy to business strategy with workflows, content, insights and expertise that directly impacts business results and drives company success.

SAP SUCCESSFACTORS HCM SUITE INCLUDES:

Employee Central
Deliver real business impact with a next generation core HR system that puts the 'self' back in 'self-service'. Strategically-minded HR and IT teams have realized that user-friendly core HR solution is the key to accurate employee data. Capturing employee, organizational and talent data all in one solution delivers better results, faster.

Recruiting
Transform recruiting into a continuous, strategic part of your talent strategy with the only end-to-end recruiting solution that helps you attract, engage and select better candidates and then measure the results.

Delivered via Software as a Service (SaaS)

SAP SuccessFactors HCM Suite is delivered on a secure, reliable, and highly scalable architecture that offers customers rapid deployment, rapid results, and continuous innovation at a lower total cost of ownership than other solutions.

SAP SuccessFactors HCM Suite increases focus on strategic priorities by up to 40% & improves project completion by 13.8%.

Customer Survey Conducted by Top 3 Management Consulting Firm

Onboarding

By guiding hiring managers, empowering new hires and connecting onboarding to other key talent management activities, SAP SuccessFactors makes onboarding a strategic process that improves job satisfaction, time to productivity and first year retention.

Performance & Goals

Communicate strategy, create meaningful individual goals across the organization, and focus employees on what matters, while enabling executives to monitor goal progress in real-time. Then reward, measure and tie employee performance to business results, streamline the performance appraisal process, and enable meaningful feedback.

Compensation

Pay your people based on achievement, establish a pay-for-performance culture – retain top talent and increase productivity across the organization. Calibration drives better compensation decisions with and objective ratings.

Succession & Development

Anticipate and plan for staffing changes and assure the readiness of employee talent at all levels. Align learning activities with competency gaps to arm your workforce for current and future needs. Improve motivation with continuous development and career planning.

Learning

Develop a comprehensive learning strategy with a complete learning management solution (LMS) that enables you to manage, develop and deploy instructor-led, and formal and social online training. Our Content-as-a-Service (CaaS) solution eliminates your need to manage the infrastructure, bandwidth & delivery, management, security and updates for all of your e-learning programs.

Workforce Planning

Leverage in-depth workforce information and benchmarks to assess readiness to execute strategies, forecast the impact of business decisions, mitigate risk and take action.

"SAP SuccessFactors continues to introduce innovative capabilities into its HCM Suite
that get to the heart of how companies get stuff done."

Lisa Rowan, Program Director, IDC

Workforce Analytics & Reporting
Deliver actionable, quantitative insights to your business leaders with a powerful combination of talent and business data that produces easy to understand and consume information. Creates a catalyst for positive change in the business.

SAP Jam
Improve employee productivity and teamwork by combining collaboration, communication and content-creation tools with a private social network for your organization. Jam's remarkably simple video and screen capture lets everyone share his or her expertise – even right from a mobile device.

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