

SAP SuccessFactors HR Suite

Comprehensive suite for HR administration and talent management



In the field of talent management, SuccessFactors' integrated approach to the employee life cycle contributes to the sustainable success of your company. Getting all employees on the same wavelength requires the efforts of all parties. That is why SuccessFactors offers a holistic and joined-up approach to talent management.



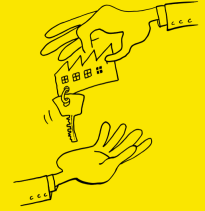
Talent management Modules SuccessFactors

The recruiting module allows you to target the talents you need. The patented SAP SuccessFactors methodology ensures that your job offer gets the right message to the right candidates at the right time. With proven marketing methods, you will build long-term relationships with interesting applicants – and can quickly access a whole range of talent. This is how you quickly find the right employees. The selection processes improve, because you create accurate check lists with the required skills and come to agreements with the department managers while on the move. In this way, your decisions will be fair, sound and fast.

All formalities are dealt with in a simple manner. Your new employees will have immediate access to an in-house network. They can acquire information, exchange ideas with experts and colleagues, and thus be inducted in the shortest possible time. With your logo, your own colours and many other design variations, your company has developed an unmistakable style. You simply transfer this branding to your recruiting solution. This allows employees to identify better with their daily work environment. New recruitment strategies improve your company's return on investment (ROI) and lead to visible results.

Recruiting Posting

Die Aktivierung von Recruiting Posting für die Publikation der Stellen auf Uni- und Jobportalen beträgt vier Tage. Inkludiert sind dabei: Setup Backend/Frontend, Rollen Anpassung, Halbtägige Schulung für den Kunden-Admin sowie Support bis Go-Live. Nicht inkludiert ist: Die Integration weiterer, noch nicht von Recruiting Posting unterstützten Portalen.



SuccessFactors rs Recruiting

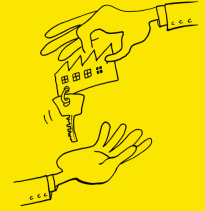
With SAP SuccessFactors recruiting you will find the best talent. But not only that: You will also impress them with your company, select the best candidates, settle them quickly into their posts, and then know whether the new employees are driving your company forward. You control the entire recruitment process more efficiently from start to finish – and faster than ever.

Find the right talent

Before they start working in the company, you can give new employees access to a secure talent portal that they can reach from outside the company. By automating the delivery of forms, you can send the relevant forms to your new employees in advance online, so that they do not have to spend their first day dealing with redundant formalities.

Internal tasks of the onboarding process

Send email notifications to the IT and security department, as well as to all other people involved in the process of orienting new employees. Ensure that the processes remain on schedule. Use automatic reminder messages to allocate tasks and monitor new employees during onboarding. With SAP SuccessFactors Jam, new employees can find experts, contact persons, and training materials.



SuccessFactors Onboarding

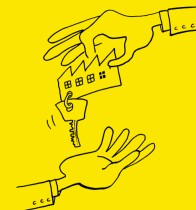
Onboarding ensures that new employees go through an optimal orientation process and are quickly familiarized with your business objectives in order to be able to work productively for the company in a timely manner. Accelerate the transition from applicant to employee through a smooth, forward-looking process, and deal with all the necessary formalities even before the first workday. Give new employees access rights to SAP Jam, so that they can get information on company content in the internal employee network in advance.

Fast integration of new employees

You manage all training courses centrally. This reduces costs and improves the overview. Employees can acquire coveted certificates in selected training courses. Each participant can track the prerequisites already fulfilled at any time. Integrate the SAP Jam in-house social network into your training courses. In this way, employees achieve their goal more quickly and assimilate the learning content in the long term.

Learning for all

In addition to your own employees, you can also train partners and customers. With our extended enterprise solution, you can easily invoice for courses through e-commerce functions. Many automated processes simplify the daily work of your administrators. Software wizards and allocation profiles make the creation of new courses easy and fast. Lower costs and more efficiency – with the SAP SuccessFactors iContent service you ensure outstanding results.



SuccessFactors Learning

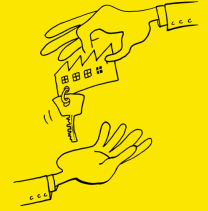
With SAP SuccessFactors Learning, your employees can train in an easy and flexible manner. Many training sessions can even be done on the road – via smartphones or tablets. Course content can be easily managed and updated. Integrated analyses and reports bring transparency to learning results. The result is effective training that will take your business further.

**More efficiently
designed
administration**

Your employees always get the guidance, feedback and recognition that spur them on to the best performance. Thanks to the comprehensive features, you are able to create a unique performance-management process. This allows you to evaluate past performance accurately and to improve future performance.

Goal management

Ensure that your employees are always focused on the right goals. Help your employees improve and succeed with regular feedback and coaching. Measure precisely how much your employees are contributing to the success of the business.



SuccessFactors Goals and Performance

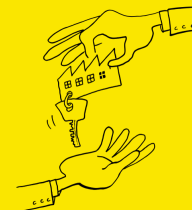
Companies that consistently track and control the performance of their workforce can adapt much more easily to current changes in the competition and achieve sustained growth. With SAP SuccessFactors Performance & Goals, the process focuses on employee performance.

Performance-management process

With performance-oriented compensation, you encourage your employees to give their best. An intuitive user interface allows you to easily and precisely manage the basic pay and the variable pay elements. With performance-based comparisons across the entire organization, you make the compensation process fair and transparent – and increase employee loyalty. Combine metrics, dashboards, and HR reports with other business data to create a precise overall analysis of all employees' salaries.

Keep an eye on the budget

Automated monitoring ensures that salary payments are within budgets. With built-in reports, you can reliably meet all compliance guidelines. Manage data efficiently and securely: All compensation data is automatically stored in a central location. You save time, reduce the risk of errors and increase data security.



SuccessFactors Compensation

Time for compensation management that works for everyone: With SAP SuccessFactors compensation, you reward your employees according to their performance, facilitate bonus payments and motivate each individual to peak performance. Good reasons for your top talent to stay with the company in the long term. You also keep within compensation budgets and the respective compliance guidelines at all times. Automated processes keep possible sources of error to a minimum.

Fair pay

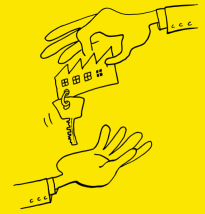
Promotions, job changes or retirement: the positions in your company are constantly changing. That's fine if you have established the succession at an early stage. With SAP SuccessFactors succession & development, you identify the appropriate candidates across all levels and develop talent in a targeted manner. You promote employee retention and have a comprehensive, objective overview of all employees. Gaps in your talent can be reliably detected and filled.

Identify key positions

You already know which personnel requirements will arise in the future. In this way, you can ensure that your company strategy can be implemented in the long term. You will find the appropriate successors for all important positions. Then you prepare them for their future roles in a targeted manner. Keep an eye on critical information about each employee – from work experience, expertise and achievements through to goals.

Know all stations

Every change within your company is automatically noted. You quickly recognize which competences employees have acquired during their careers. This simplifies targeted training. With individual plans for further development, you will motivate your employees. You accelerate lifelong learning and avoid talent gaps. Use comparable criteria to ensure that employees are evaluated objectively and precisely.



SuccessFactors
Succession
&
Development

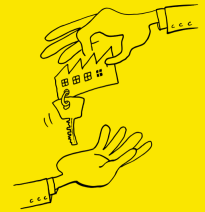
Do you want to create work contracts, meaningful salary letters and many other employee-related documents and letters directly from SAP SuccessFactors? Then Quick Document Builder is the right tool for you.

PeopleDoc

The unique platform for digitized HR administration, thanks to an integrated HR ticket system and request management, can be easily linked to SuccessFactors. In addition to the HR shared-services functions, the solution also offers comprehensive process and document management.

Highlights

- Software für eine erfolgreiche Nachfolgeplanung
- 100 % Cloud Technologie
- Mobile Lösung
- Identifikation und Verwaltung von Schlüsselpositionen
- Self Services für Mitarbeiter und Vorgesetzt
- Kalibrierung von Mitarbeiterbewertungen
- Graphische Vergleichsmöglichkeiten von Talentdaten über Teamgrenzen hinaus
- Verwaltung individueller Entwicklungs- und Karrierepläne



Add-ons

SuccessFactors add-ons

SuccessFactors belongs to the future, which is why many software partners already use this platform with their own complementary solutions. Add-ons can be connected to SuccessFactors with ease.

SuccessFactors-WePow Integration

Do you already use SuccessFactors Recruiting or are you planning to introduce this cloud-based applicant-tracking system? Then we have the perfect add-on for you! Process-based real-time integration between SuccessFactors Recruiting and WePow Video Interviewing.

Quick Document Builder

SAP SuccessFactors Succession & Development

Software für eine erfolgreiche Nachfolgeplanung

Beförderungen, Jobwechsel oder Ruhestand: Die Positionen in Ihrem Unternehmen verändern sich ständig. Gut, wenn Sie frühzeitig die Nachfolge festgelegt haben. Mit SAP SuccessFactors Succession & Development identifizieren Sie die geeigneten Kandidaten über alle Ebenen hinweg und entwickeln Talente gezielt weiter. Sie unterstützen die Mitarbeiterbindung und verfügen über einen umfassenden, objektiven Überblick über alle Mitarbeiter. Talentlücken können so zuverlässig erkannt und geschlossen werden.

Identifizieren Sie Schlüsselpositionen mit SAP SuccessFactors Succession & Development

Sie wissen schon heute, welcher Personalbedarf in Zukunft entsteht. Auf diese Weise stellen Sie sicher, dass Ihre Unternehmensstrategie dauerhaft umgesetzt werden kann. Mit SAP SuccessFactors Succession & Development finden Sie die geeigneten Nachfolger für alle wichtigen Positionen. Anschließend bereiten Sie diese gezielt auf Ihre zukünftige Rolle vor. Behalten Sie entscheidende Informationen zu jedem Mitarbeiter im Blick – von der Arbeitserfahrung, über Fachwissen und Leistungen bis hin zu den Zielen.

Dank SAP SuccessFactors Succession & Development alle Stationen kennen

Jeder Wechsel innerhalb Ihres Unternehmens wird automatisch vermerkt. Mit SAP SuccessFactors Succession & Development erkennen Sie schnell, welche Kompetenzen sich die Mitarbeiter im Laufe ihrer Karriere angeeignet haben. Das vereinfacht die gezielte Fortbildung. Mit individuellen Plänen zur Weiterentwicklung motivieren Sie Ihre Mitarbeiter. Sie beschleunigen das „lebenslange Lernen“ und vermeiden Talentlücken. Stellen Sie mit vergleichbaren Kriterien sicher, dass Mitarbeiter objektiv und präzise bewertet werden.