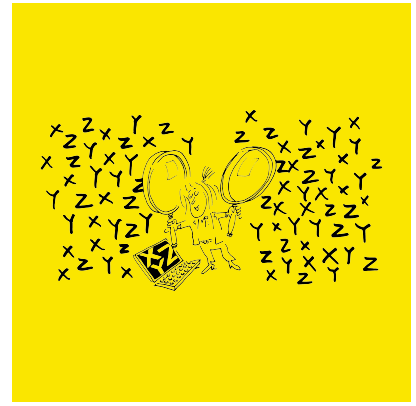


SAP SuccessFactors – the intelligent HR suite

the leading cloud-based HCM solution



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.



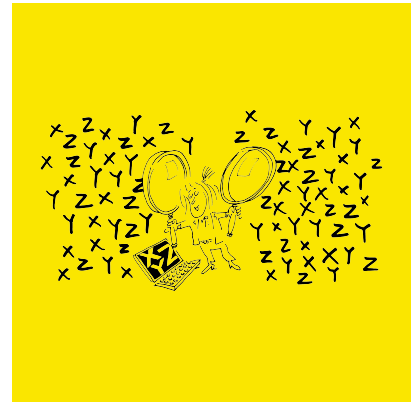
Talent management Modules SuccessFactors

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 Recruiting

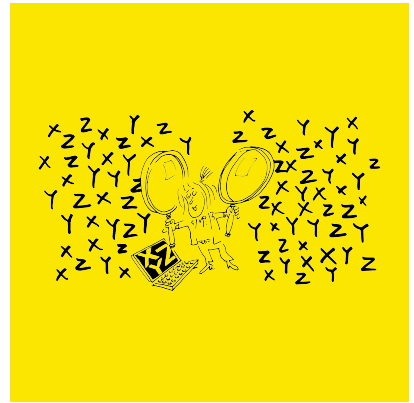
With SAP SuccessFactors recruiting you will find the best talent. But not only that: You will also impress them with your company, select the best candidates, settle them quickly into their posts, and then know whether the new employees are driving your company forward. You control the entire recruitment 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

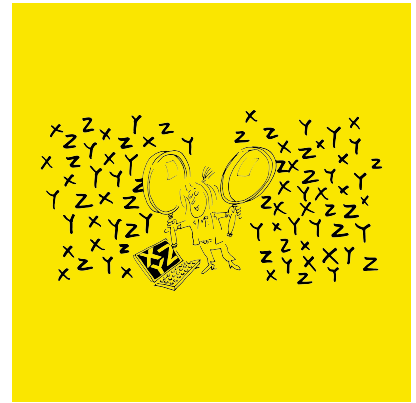
Onboarding ensures that new employees go through an optimal orientation process and are quickly familiarized with your business objectives in order to be able to work productively for the company in a timely manner. Accelerate the transition from applicant to employee through a smooth, forward-looking 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

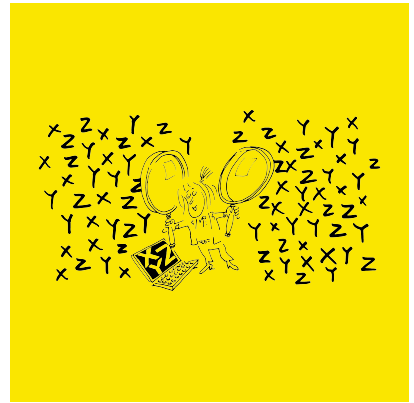
With SAP SuccessFactors Learning, your employees can train in an easy and flexible manner. Many training sessions can even be done on the road – via smartphones or tablets. Course content can be easily managed and updated. Integrated analyses and reports bring transparency to learning results. The result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

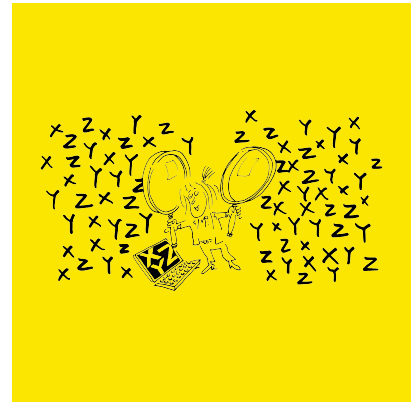
Companies that consistently track and control the performance of their workforce can adapt much more easily to current changes in the competition and achieve sustained growth. With SAP SuccessFactors Performance & Goals, the process focuses on employee performance.

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

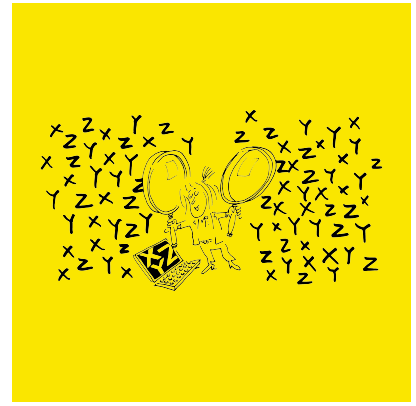
Promotions, job changes or retirement: the positions in your company are constantly changing. That's fine if you have established the succession at an early stage. With SAP SuccessFactors succession & development, you identify the appropriate candidates across all levels and develop talent in a targeted 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

- Compare HCM data between systems and periods
- Identify deviations between systems or within the same system
- Recognise zero values as payment defaults
- Easily establish tolerance values
- Check for changes after entering support packages

Add-ons

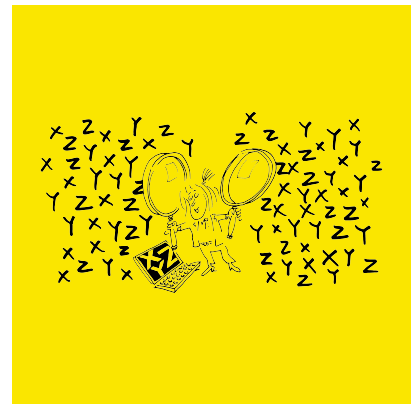
SuccessFactors add-ons

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



Variance Monitor

Recognise deviations in HR and payroll data with automated comparisons

Variance Monitor offers you the opportunity to compare HR, payroll and attendance data between systems and time periods. This automated solution makes manual comparisons a thing of the past. So your processes move more quickly, and your managers and test teams can work significantly more productively.

Compare large amounts of data from various sources

You have to compare data throughout the whole SAP lifecycle in order to guarantee consistency and accuracy: beginning with new implementations, during updates, after loading support or expansion packages or when checking payroll and attendance data - you have to compare data practically every day.

Variance Monitor can process enormous amounts of data, rapidly compare data from various different sources and destinations and then highlight deviations. This makes it easier to compare payroll, attendance and master data as well as FI accounting data, speeding up periodic auditing.

Avoid costly errors with Variance Monitor

Almost all business changes - from employee fluctuation to major changes such as mergers and take-overs - impact your HCM data. And this makes it hard to compare HR and payroll data from one period to another. For example, pay slips must be checked each month to ensure that the correct amount is paid out and irregularities such as incorrect overtime are recognised.

Comparisons across different periods, especially when it comes to comparing accounts, are not an issue with Variance Monitor. Variance Monitor lets you carry out a comparison with a simulation run before a real payroll run, avoiding costly errors.

Automated, user-friendly handling

Manual comparisons take time, are not audit-proof and can end in mistakes. Copying and entering data into spreadsheets takes up a lot of time and increases security risks. The technical teams that could support you in this challenge are often overwhelmed.

By using the user-friendly Variance Monitor, you can define and create comparison rules. These rules are very flexible and assistants will guide you through each step. Thanks to reusable designs, you can work self-sufficiently and can have control over your data with minimal training. So, for example, the automated process can simply be repeated each month after the first payroll run.

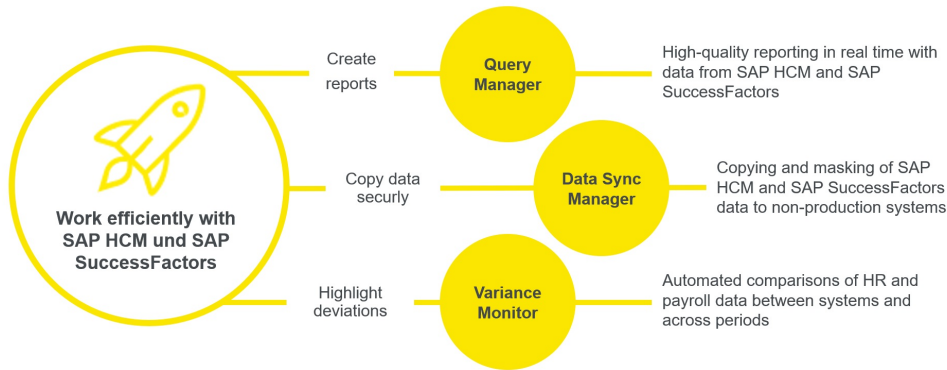
Precise evaluations for your projects and processes

The detailed outputs and statistics provided by Variance Monitor can be used to show progress in problem solving within projects. The solution can access declustered spreadsheets, including live and test results, as part of your process to review calculations.

Product overview of EPI-USE

Discover other EPI-USE products that can help you improve the performance of your SAP HCM and SAP SuccessFactors systems to increase your productivity:

SOLUTIONS EPI-USE:



Create reports

Query Manager lets you generate high-quality reports in real time with data from SAP HCM and SuccessFactors.

Query Manager

Copy data securely

Data Sync Manager lets you securely copy and mask SAP HCM and SAPSuccessFactors data in non-productive systems for tests, training and support.

Data Sync Manager