



SAP SuccessFactors HCM Suite: Success is simply human

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 study¹ revealed that almost 40% of the company's strategy is diluted due to poor execution. It's no wonder that a Conference Board survey² 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 that want 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

“The functionality and insight SAP SuccessFactors solutions offer have resonated deeply with our organization. With information accessible to leaders and staff alike, an authentic performance culture is emerging.”

Justin Watras, Director, Talent Management and Organizational Effectiveness, Brooks Brothers Group, Inc.

“With our SAP SuccessFactors solutions, we now have integrated, holistic information about our talent and capabilities within the organization as well as meaningful data and analytics that help us make better business decisions.”

Lisa Nadeau, Chief Human Resources Officer, Independent System Operator, Alberta Electric System Operator (AESO)

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 4,800 customers and more than 40 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:

- Allstate cut technical tasks by up to 60%, savings allow Allstate to re-invest 20-30% of the IT budget
- Brooks Brothers raised productivity by 10% by reducing admin time on hiring and onboarding
- AESO reduced turnover costs by \$6 million in three years
- Mandarin Oriental Hotel Group saved over \$5 million in recruiting fees alone by developing an internal talent pipeline

Unique Competitive Advantage

SAP SuccessFactors HCM Suite helps transform business strategies into measurable business outcomes by simplifying HR processes and maximizing employee engagement. We provide

unmatched solution breadth and depth through a full set of core HR and talent solutions based on modern cloud technology that makes them simple to use, simple to run and simple for your people to succeed.

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.

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.

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 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

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. SAP SuccessFactors Learning helps learning professionals improve employees' skills, develop leaders, reduce compliance risk, and better enable external audiences.

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.

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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