

SAP Solution Brief | PUBLIC
SAP SuccessFactors Talent Management Solutions

Attract, Develop, and Keep the Best Talent by Providing the Best Experience

THE BEST RUN



Show Employees Their Experience Is Worth Your Investment

The heart of your organization—your people—are critical to your company's success. Your employees help you meet or exceed your corporate goals. They fuel your growth, innovation, and results. They foster your company's values and culture. And they enable you to compete, succeed, and thrive.

Show Employees Their Experience Is Worth Your Investment

In return, they expect you—their employer—to do the same. You affect their ability to achieve career and personal objectives. You influence their growth and learning opportunities. And you determine if their workplace is safe, inclusive, and rewarding.

Today, companies are turning to technology to support the needs of their employees and their business. Powered by automation and embedded intelligence, our cloud-based talent management solutions help organizations move from outdated, legacy HR processes to a collaborative,

Human Experience Management (HXM) approach. Inflexible, on-prem solutions and siloed data are replaced with personalized, continuous experiences that span the entire employee journey.

This comprehensive and strategic approach provides significant operational efficiencies for your HR team. It also ensures everyone in your organization is connected, supported, and empowered to do their best, helping your business perform at its best.

SAP® SuccessFactors®

Talent Management Solutions

SAP® SuccessFactors® talent management solutions help you move from manual processes and single touchpoints to continuous, measurable employee journeys. Guided experiences help simplify everyday tasks for all users, including HR teams, candidates, employees, and managers; embedded intelligence continually identifies and prompts action on “what’s next.”

Whether accessed via a single portal or mobile app, your HR teams and managers have the tools and information to act with priority and intent. This helps drive efficiency and optimization across the entire recruit-to-retain cycle. For your employees, “in the moment” experiences are continually aligned with dynamic changes in needs, roles, aspirations, and untapped potential. This ensures every employee has what they need to feel prepared and confident during predictable—and unpredictable—times, and in new ways of working.

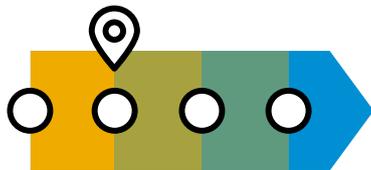
SAP® SuccessFactors® Talent Management Solutions

Connect Employees to Your Company,
Culture, and Their Future

Support Employees with Transparency,
Guidance, and Appreciation

Empower Employees to
Pave Their Own Way

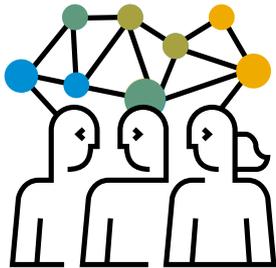
Gain Actionable Talent
Management Insights



With SAP SuccessFactors solutions, you can transform siloed data and manual processes into **personalized experiences** across the entire employee journey.

SAP SuccessFactors talent management solutions include:

- SAP® SuccessFactors® Recruiting
- SAP SuccessFactors Onboarding
- SAP SuccessFactors Learning
- SAP SuccessFactors Performance and Goals
- SAP SuccessFactors Compensation
- SAP Sales Performance Management
- SAP SuccessFactors Succession and Development



Each SAP SuccessFactors talent management solution is recognized as a leader in its area; when combined, they can **multiply their value** to your organization.

While each of these solutions is recognized as a leader in its area, and can be used as a stand-alone solution, the value for both your organization and your employees is far greater when you leverage the entire, unified experience.

Many of our customers are further accelerating their transformation to Human Experience Management (HXM) by combining these leading talent solutions and our powerful core HR solutions—the SAP SuccessFactors Human Experience Management (HXM) Suite.

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Connect Employees to Your Company, Culture, and Their Future

Support Employees with Transparency, Guidance, and Appreciation

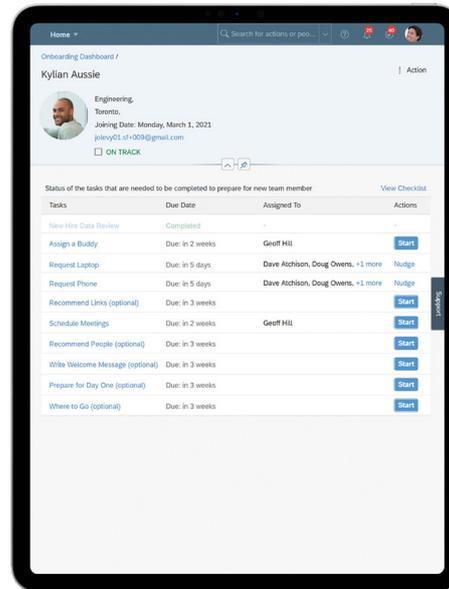
Empower Employees to Pave Their Own Way

Gain Actionable Talent Management Insights

Connect Employees to Your Company, Culture, and Their Future

SAP SuccessFactors solutions provide the tools and experiences to keep everyone—your employees, managers, and candidates—connected and engaged. Beginning with first impressions, flexible career sites and nurture campaigns allow you to tailor messaging and branding; application experiences help both you and candidates determine if they are a good fit for your company. As candidates move throughout the process, automated and personalized communications ensure everyone involved—from candidates to hiring managers—are kept in the loop on status and required actions.

Once the offer is accepted, new hires are welcomed and put in touch with their new manager, teammates, and helpful resources—even prior to day one. Immediate access to learning and training resources, performance goals, and collaboration tools give new employees a glimpse into what's important to your company, and an instant sense of belonging.



Create a personalized onboarding experience for each new hire

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Support Employees with Transparency, Guidance, and Appreciation

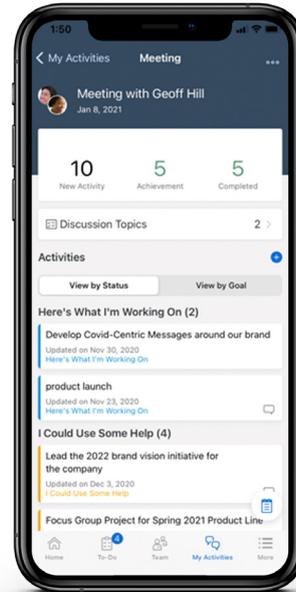
Empower Employees to Pave Their Own Way

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Support Employees with Transparency, Guidance, and Appreciation

With SAP SuccessFactors solutions, your employees have access to everything they need to be successful—both from a day-to-day and a strategic perspective. Cascaded goals and objectives help ensure priority alignment and clear performance expectations. Digital worksheets with embedded intelligence replace compensation spreadsheets, helping managers quickly and fairly allocate budgets. For the sales team, comprehensive incentive and compensation management ensures you have engaged, motivated people to drive growth.

SAP SuccessFactors solutions help organizations transition from a cyclical or calendar approach to one that puts employees at the center—providing support when and how they need it. Augment annual reviews with continuous check-ins and ongoing feedback to help employees stay on track. Supplement top down, pre-planned rewards with in-the-moment, peer-to-peer appreciation and rewards. And transition one-off trainings to data-driven learning tracks.



Help employees stay engaged
with continuous feedback

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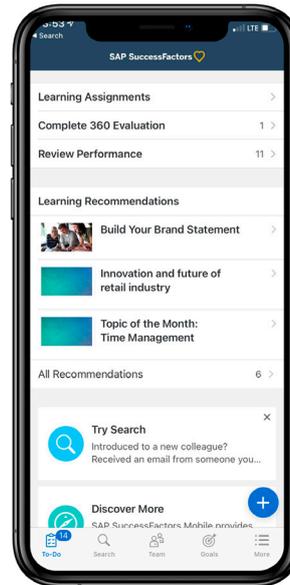
Empower Employees to
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Empower Employees to Pave Their Own Way

SAP SuccessFactors solutions give your employees the opportunity to reach their full potential in their current role and beyond. Learning resources personalized to individual needs, and embedded into the flow of work, let your employees explore and grow their skillsets and interests. Automated mentor matching and coaching help employees accelerate the move to their next opportunity. And with an integrated talent management approach, your succession planning incorporates all aspects of an employee's growth, development, and performance.

With internal talent pools and talent searches, automated job recommendations, and internal career sites, you ensure your existing employees see the same opportunities as your external talent pools. This proactive approach to internal mobility helps employees understand their potential career path within your organization, and is key to retaining top talent.



Guide employees to their next step
with personalized learning

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Using these unified solutions with Stories in SAP SuccessFactors People Analytics, you extend your reporting beyond the silos of each talent management pillar. This comprehensive view of operational people data is critical to measuring HR performance, as well as demonstrating its overall impact for the business. For example, you can analyze how recruiting sources or new hire onboarding programs are affecting employee performance—or determine if participation in specific learning tracks or mentoring activities are correlated with higher internal promotion rates.

Pre-built integrations with Qualtrics solutions enable employee listening throughout each employee's journey. Embedded surveys are triggered by intelligent events, such as an application submission, training completion, steps of a performance review, or the completion of compensation forms, calibration sessions, or mentoring programs. With customizable dashboards and easy to share data, HR teams and managers have actionable insights to drive continued improvements.

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Continuously listen and improve your employee experiences with Qualtrics and SAP SuccessFactors solutions.

Improve Your Employee Experience and Business Outcomes

SAP SuccessFactors solutions help you deliver experiences that are beneficial to both your employees and your business. Intuitive user experiences, and the SAP SuccessFactors mobile app, provide 24x7 access to HR self-services—allowing employees and managers to quickly complete tasks when and where it's convenient for them. Relevant information ensures timely action and continued engagement throughout the employee lifecycle.

SAP SuccessFactors solutions also drive great efficiencies for your HR teams by automating manual tasks and processes. For example, instead of spending hours reviewing applications or scheduling interviews, recruiters can allocate their time to engaging with candidates and proactively planning with hiring managers. Or, instead of manually managing certifications and trainings, automatic alerts can trigger when their expiration dates near, prompting employees to complete necessary refresher training. By automating and continually optimizing your HR processes, your HR teams can spend more time on strategic tasks, such as workforce planning, building high quality talent pipelines, and creating growth and retention programs.

**Improve Your Employee Experience
and Business Outcomes**

Summary

SAP SuccessFactors unified solutions encompass all aspects of talent management—from attracting and securing the right people to continuously developing, motivating, and retaining them. Our intelligent and cloud-based talent management solutions transform siloed data and manual processes into personalized experiences across the entire employee journey. This comprehensive, strategic approach brings significant operational efficiencies to your HR team and ensures everyone in your organization is connected, supported, and empowered to do their best.

Objectives

- Identify, develop, retain key talent
- Develop skilled, adaptable teams
- Improve employee engagement and retention
- Measure talent results and business impact

Solution

- Comprehensive solutions for all talent management pillars
- Individualized experiences for all users
- Embedded intelligence for smarter decisions and actions
- Built-in content with 80+ competencies, 14,000+ skills, 500+ goals
- Seamless connection of HR to the business
- End-to-end talent optimization analytics
- Flexible deployment and adaptation
- Continuous innovation in every talent area

Benefits

- Improve employee satisfaction and engagement
- Reduce turnover and time-to-fill
- Increase internal promotion
- Improve employee productivity
- Expand workforce agility

Learn more

To find out more, call your SAP representative today or visit us [online](#).



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