SAP SuccessFactors ♡

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SAP **Run Simple**

SAP customers represent **98%** of the top 100 most valued brands in the world.

76% of the world's transaction revenue touches an SAP system.

SAP

Cloud solutions from SAP provide the freedom for **130 million people** to work from anywhere.

Our customers produce more than 79% of the world's chocolate.

SAP

Our customers produce more than **77%** of the world's beer.

SAP

80% of **our customers** are small and midsize enterprises using SAP software to solve business challenges.

SAP
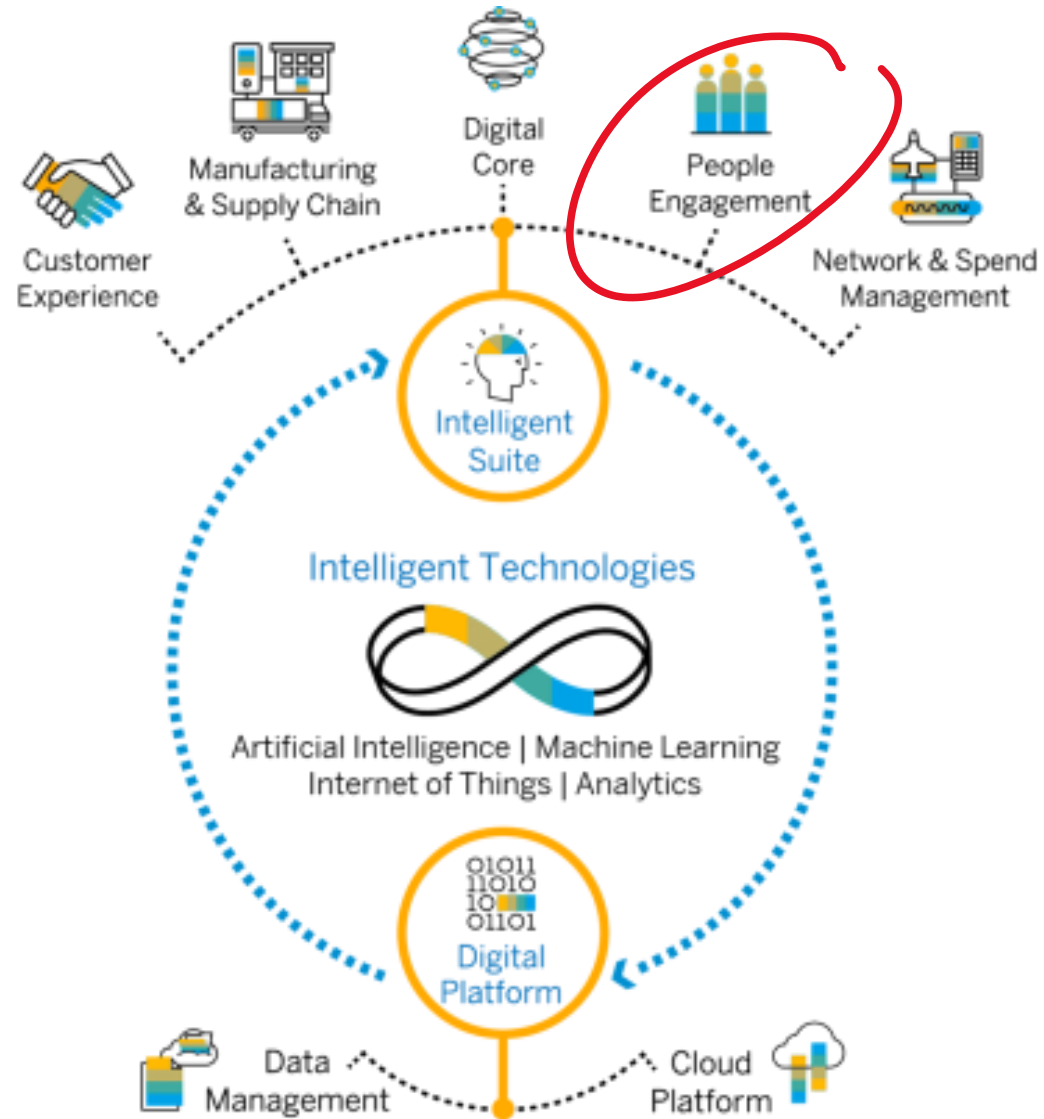
7000

Companies globally use SuccessFactors

120M

Employees are using SuccessFactors world-wide

SAP SuccessFactors

#1

SuccessFactors is ranked as market leader in many reasearches for HR software

4

Times a year comes a new update of SuccessFactors app

Human Experience Management
and the Intelligent Enterprise

69%

of CEOs believe employees feel engaged

The Employee Experience Gap

34%

of employees feel engaged

X

Experience
DATA

O

Operational
DATA

Identifying the **What** + **Why**

Human Experience Management

Changing

Developing

Paying

Rewarding

Onboarding

Recruiting

Individuals | Teams | Organizations

Conversational AI

RPA & Monitoring

ML Nudges & Predictions

Voice & Feedback

Content & Collaboration

Communities & Connections

Intelligent Enterprise
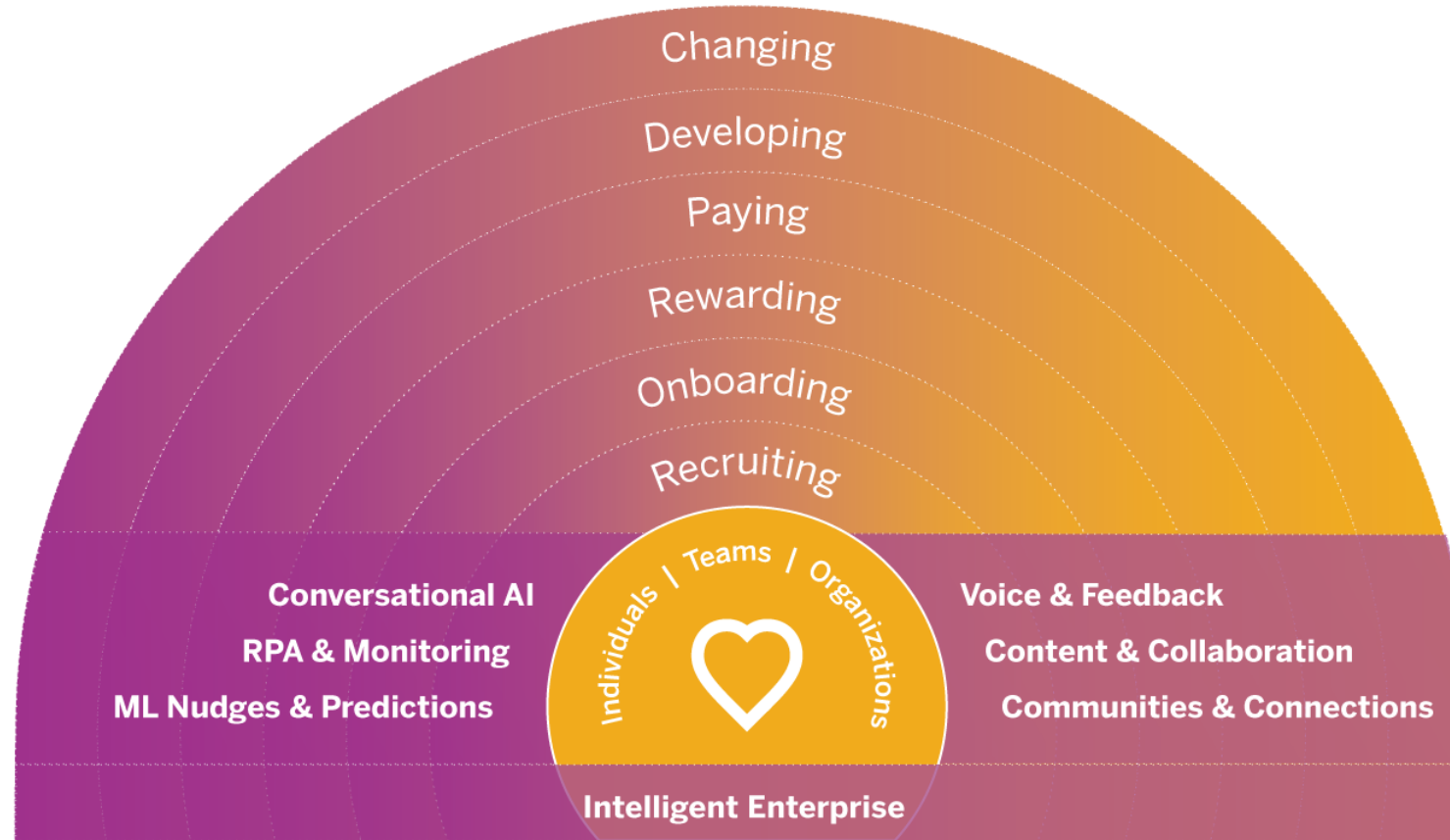
Five generations of employees work at SAP.

SuccessFactors HCM Suite

Personalized experience for every employee

- Access engaging, personalized experiences based on individual roles

- Provide social, collaborative capabilities that keep employees engaged, connected, and informed

- Offer dedicated, powerful, user-centric Android and iOS apps that empower your mobile workforce
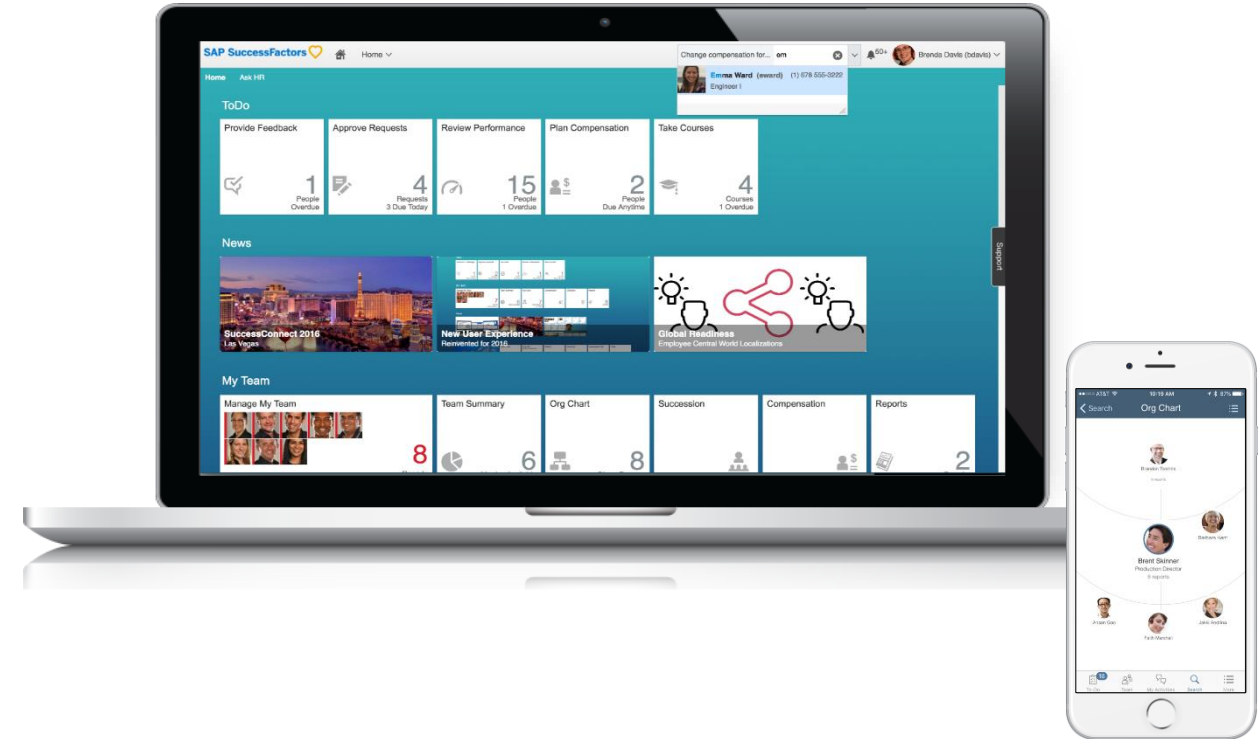
Co-development with Apple and Google
We work alongside Apple and Google developers

Intelligent, comprehensive HCM

Talent Management

| Recruiting | Onboarding | Learning | Performance & Goals | Compensation | Succession & Development |

Competencies | Skills | Best Practices

Core HR

People and Transactions | Org. Management | Time & Attendance

People Analytics
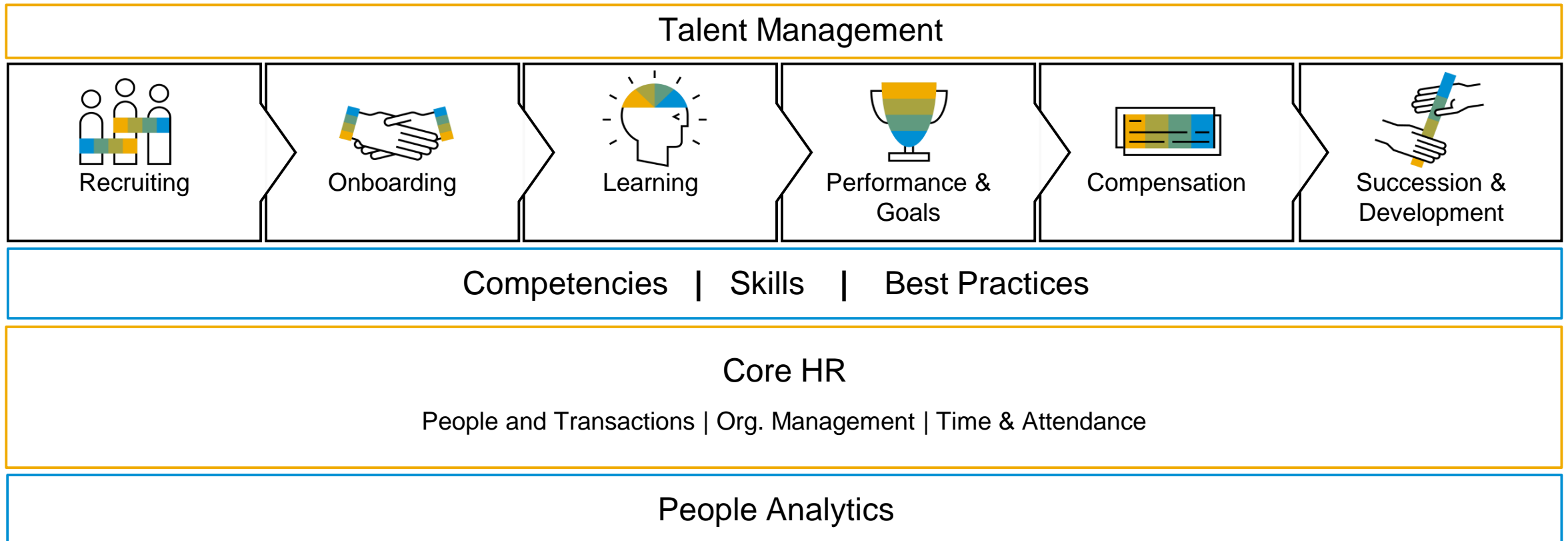
SAP SuccessFactors Recruiting & Onboarding

Recruiting	Onboarding	Learning	Performance & Goals	Compensation	Succession & Development
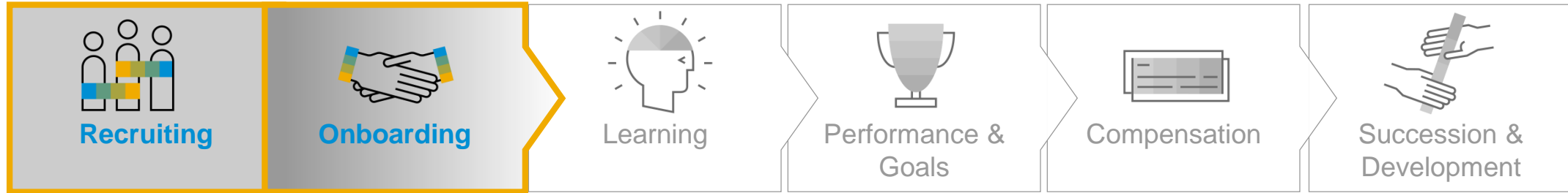
Recruiting

A complete recruiting solution to attract, engage, and hire best talent with a solution that provides guidance to everyone at every step.

Onboarding

A strategic, comprehensive approach to onboarding new hires and internal transfers by accelerating people into productivity.

SuccessFactors Recruiting - Source & Engage & Hire

Creating a culture of proactive recruiting
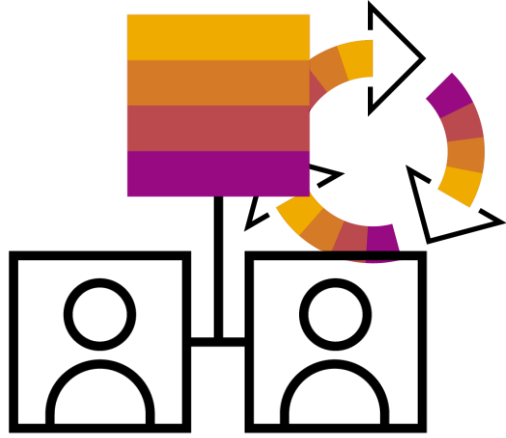
Job Posting with automated job distribution

Career Site with Sourcing Analytics

Build Candidate Relationships
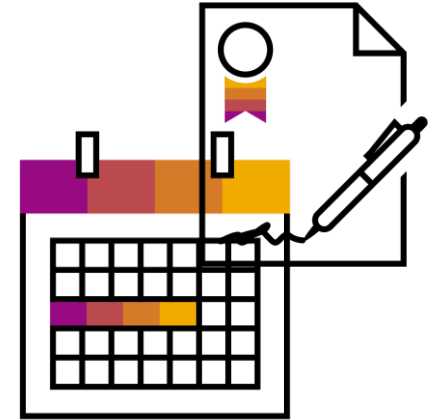
Schedule Interviews Create & Send Job Offers

SAP SuccessFactors Onboarding

Recruiting	**Onboarding**	Learning	Performance & Goals	Compensation	Succession & Development

People
- Support of pre day 1 activities
- Connect new hires and transfers to team members and mentors
- Support of socialization and collaboration

Process
- Step by step wizards support hiring managers through onboarding process
- Track onboarding process as HR admin

Productivity
- Support of consistent and efficient process for onboarding
- Talent management suite integration (Learning, goals)
- Third party integration (e.g. procurement, payroll)

People Analytics

Global Onboarding Team <~~█████████~~onboarding.com>

Sre 30. 11. 2016 23:31

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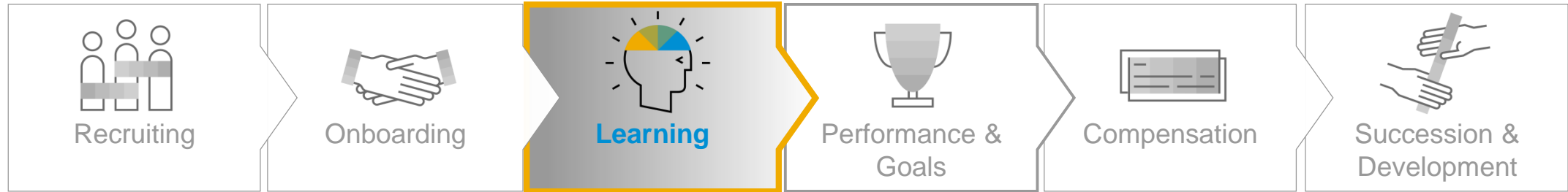**SAP** SAP Pre-start Portal

Dear Marko,

Congratulations on deciding to join SAP! This is the beginning of an exciting journey together. On your first day with us, you will receive a welcome pack with comprehensive information to ensure that you have a smooth start at SAP.
Prior to that, please visit the Pre-start portal where you can find the following:

- SAP company information

- General information about your location, benefits, etc.

- The documents you need to bring on your first day to complete the administration process

- **A complete guide to your onboarding process: My SAP Workbook**

SAP SuccessFactors Learning

| Recruiting | Onboarding | **Learning** | Performance & Goals | Compensation | Succession & Development |

Compliance Training   Talent Development

SuccessFactors Learning is an omni-channel training
solution that provides the most comprehensive, simple way
to improve employee skills and reduce compliance risk

People Analytics

SAP SuccessFactors Performance & Goals

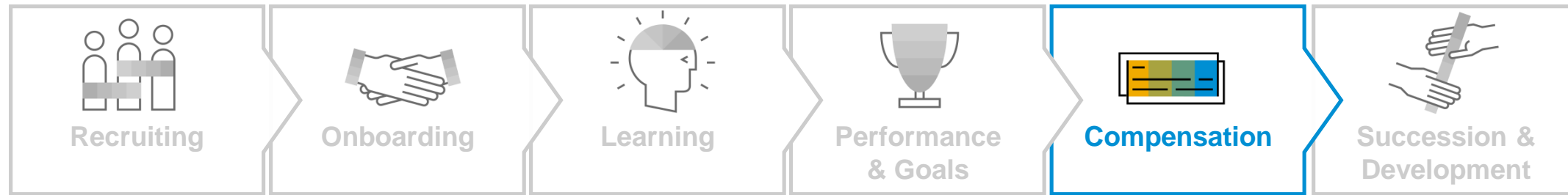| Recruiting | Onboarding | Learning | **Performance & Goals** | Compensation | Succession & Development |
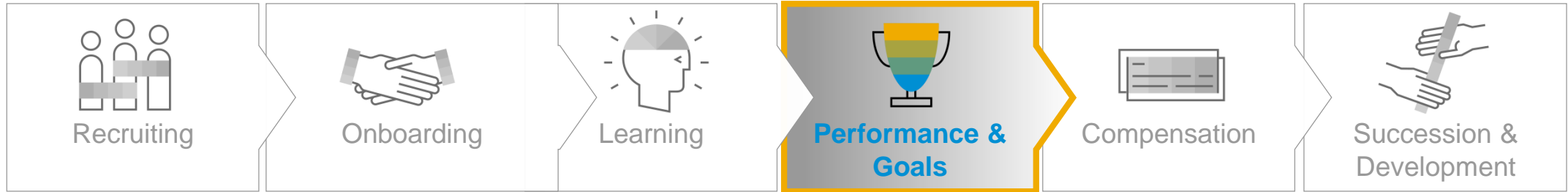
Goal Management

Performance Assessments

Continuous Performance Management

The most comprehensive performance solution to **accurately evaluate past performance** and **impact future performance**.

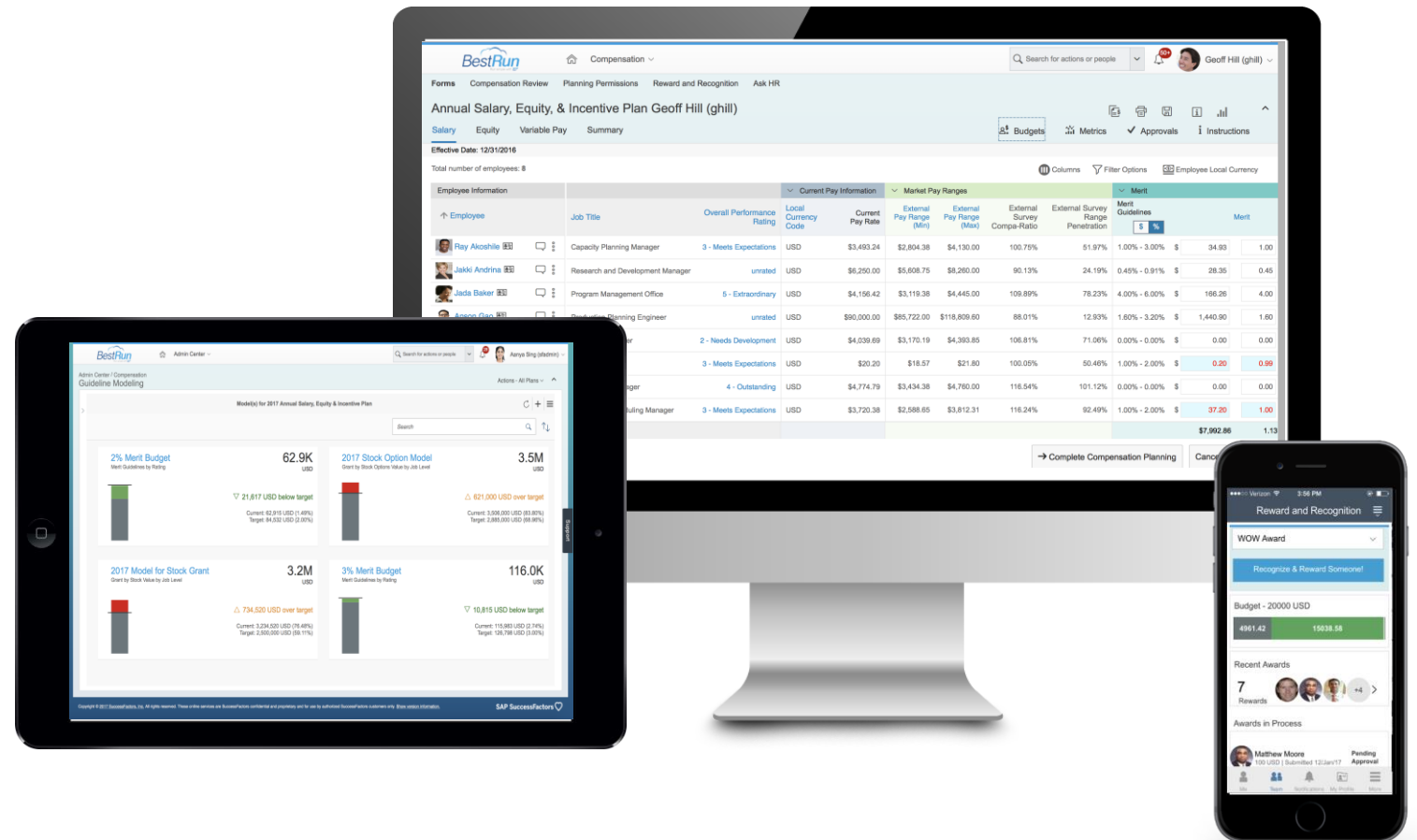# SAP SuccessFactors Compensation

Recruiting > Onboarding > Learning > Performance & Goals > **Compensation** > Succession & Development

A strategic compensation management solution to model and manage compensation programs and motivate your workforce

Compensation

A **strategic** compensation management solution to **model and manage** compensation programs and **motivate** your workforce

SAP SuccessFactors Succession & Development

| Recruiting | Onboarding | Learning | Performance & Goals | Compensation | **Succession & Development** |

Succession Management   **Career & Development Planning**   **Calibration**

Dynamic and comprehensive cloud-based solution that makes it easy for you to extend and scale your succession and development efforts assuming a more strategic and continuous approach.

People Analytics

SAP SuccessFactors Presentations

SAP SuccessFactors Employee Central

Core HR

People and Transactions | Org. Management | Time & Attendance

HR Transactions

- Employee & manager self-service
- Changes/transfers
- Promotions/demotions
- Termination

Organizational Management

- Maintain and visualize organizational structures
- Track/maintain reporting relationships
- Vacancy tracking
- Validate job codes/descriptions

Time Management

- Global absence management
- Time evaluation
- Approval workflows
- Mobile transactions
- Work schedule and holiday calendar

# SAP SuccessFactors People Analytics
Advanced edition (formerly SAP SuccessFactors Workforce Analytics)

- Built-in **HR metrics and benchmarks**
- Ability to discover hidden insights with **time-series analysis** of metrics
- Consolidated, high-performance **people data warehouse**
- **Compliance support**
- **Slowly changing dimensions, snapshots and more**
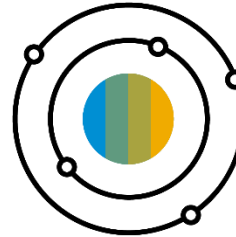- **Daily data load** and **aggregation**
- High **performance**

Unparalleled Data Protection

Multilayered protection with Defense-in-Depth approach
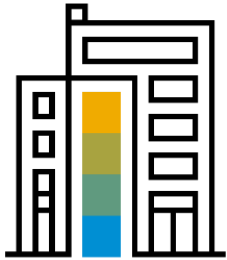
Physical

- 14 global data centers in 8 countries and 5 continents
- Bulletproof walls; closed-circuit cameras; card-key, biometric, and ID-badge systems
- ANSI/TIAEIA-942 Tier III + facilities

Network

- Perimeter protection firewalls
- Intrusion detection
- Regularly scheduled infrastructure scans
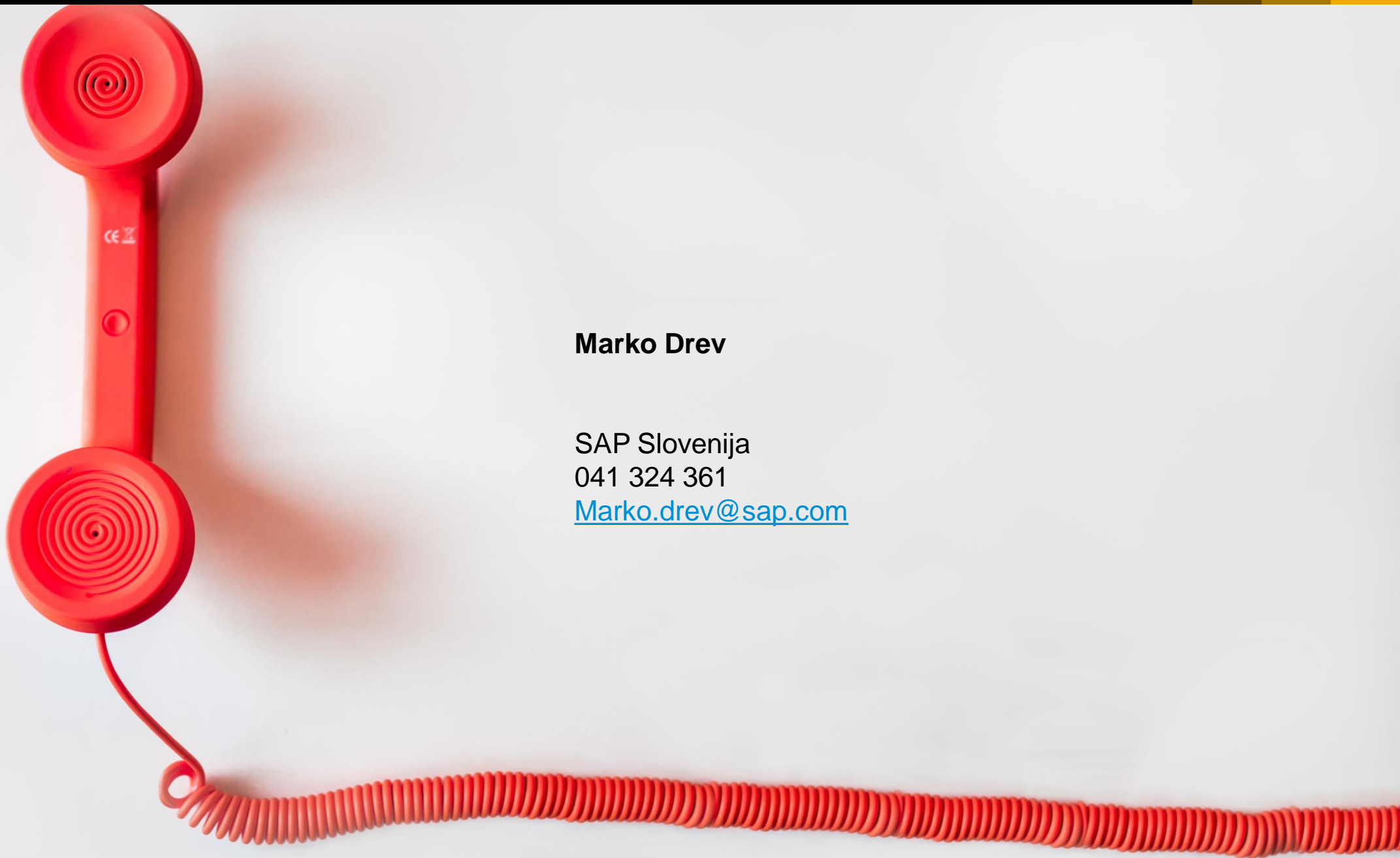
Application

- Multitenant architecture
- Role-based permissions
- Single sign-on
- Activity monitoring
- Encryption in-transit & at-rest
- SAP Advanced Data Encryption by CipherCloud for heavily regulated industries

General Data Protection Regulation (GDPR)
SuccessFactors provide all functionality to enable full GDPR

SAP SuccessFactors Customers

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