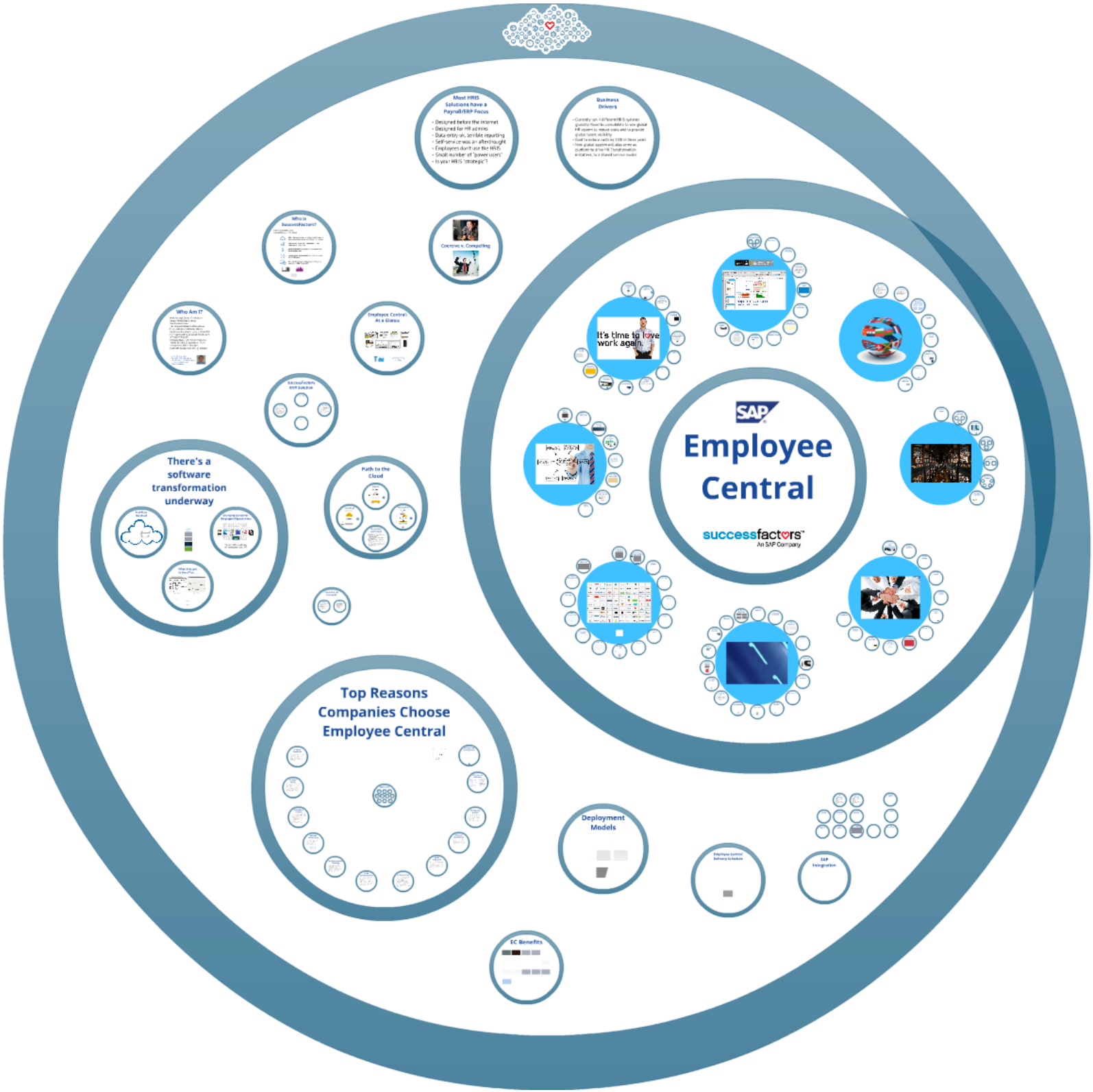
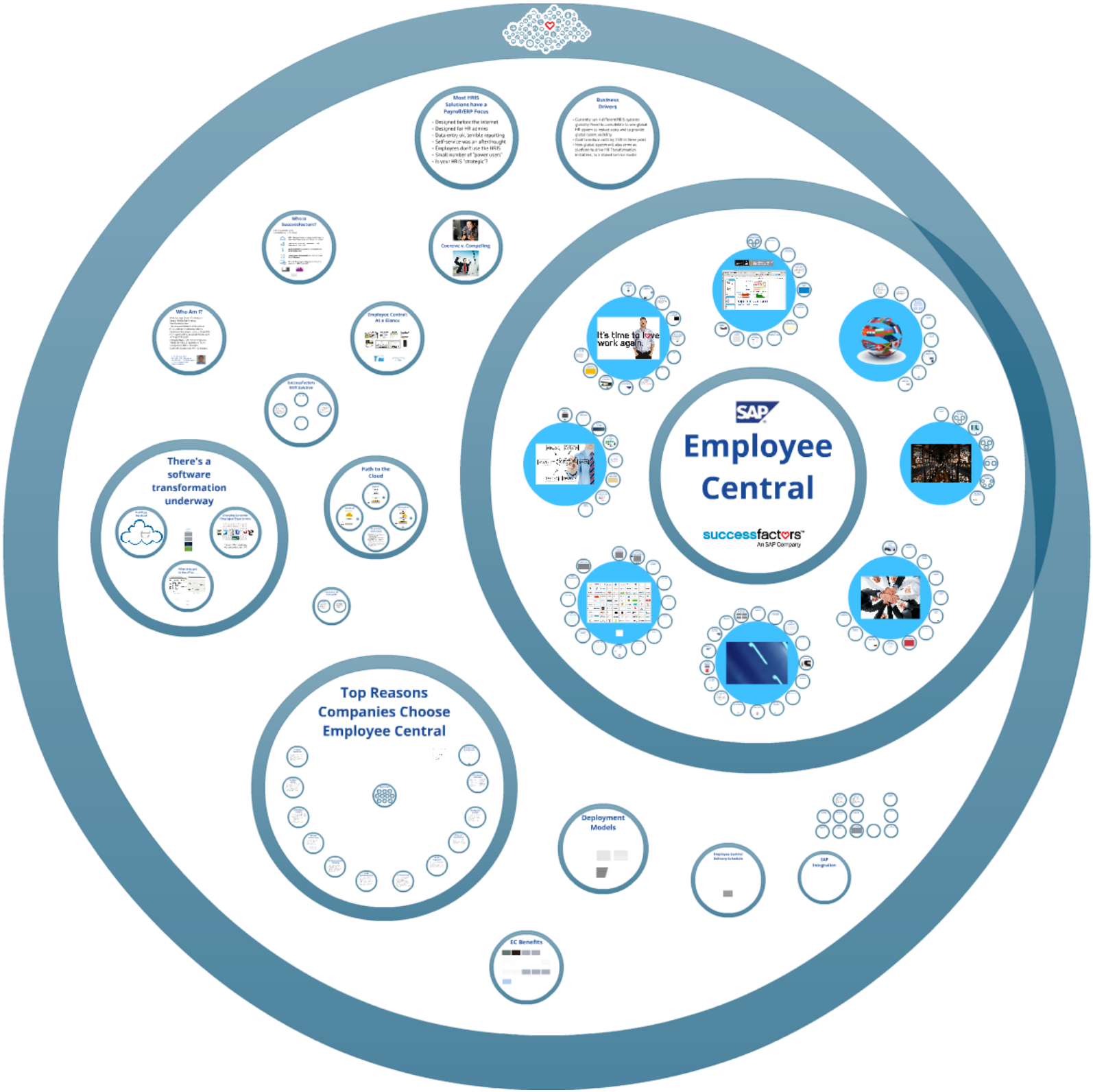

Most HRIS Solutions have a Payroll/ERP Focus
Business Drivers
Who is SuccessReactant?
Coercive vs. Compelling
Who Am I?
Employee Central: At a Glance
SuccessFactors HXM Suite Now
There's a software transformation underway
Path to the Cloud
It's time to love work again.
SAP
Employee Central
successfactors
An SAP Company
Top Reasons Companies Choose Employee Central
Deployment Models
EC Benefits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EC Benefits

Leveraging the Best of the Best
Deliver a future-proof HCM roadmap
SAP
#1 Enterprise Applications
successfactors™
An SAP Company
#1 Cloud HR Software
40 years of business software leadership supporting 14,000 global HCM customers
10+ years of cloud HCM. 25M users to provide ongoing feedback and validation

Solution Portfolio for LoB HR

Go-forward Solution highlighted*

	On-Premise Solutions	Cloud Solutions
HR Core	**SAP** ERP HCM(1)	**SuccessFactors** Employee Central
Performance & Goals	**SAP** ERP HCM	**SuccessFactors** Performance & Goals
Compensation	**SAP** ERP HCM	**SuccessFactors** Compensation
Succession & Development	**SAP** ERP HCM	**SuccessFactors** Succession & Development
Recruiting	**SAP** E-Recruiting	**SuccessFactors** Recruiting
Learning	**SAP** Learning solution	**SuccessFactors** Learning
Social Talent Management		**SuccessFactors** Jam
Workforce Planning		**SuccessFactors** Workforce Planning
Workforce Analytics	**SAP** Business Objects for HCM Analytics	**SuccessFactors** Workforce Analytics
Mobile HCM	**SAP** mobile apps based on Sybase Unwired Platform	**SuccessFactors** BizX Mobile

There's a software transformation underway

A shift to the cloud

Cloud is Nimble

Changing Consumer (Employee) Expectations

This year, 47% of employees will be those born after 1977

When they get to the office . . . .

A shift to the cloud

the cloud

On-Demand
Multi-Tenant
Software as a Service
ebay
amazon.com
YAHOO!
salesforce.com
SuccessFactors
People Performance

Ease and
Convenience
of the cloud.
OCLC
"We calculated a 40% reduction in cost over 3 years by moving to SuccessFactors SaaS solution from the highly customized solution we had in place."
—Tim Schwab
Director of Enterprise Application Division
• No Hardware
• Opex vs. Capex
• Time to Value
• Scalable
• Secure
• Easy to Use
• Strategic Focus
• Automatic Upgrades
• Fast Implementation

On-Demand

Multi-Tenant Software as a Service

ebay

amazon.com

YAHOO!

salesforce.com
Success On Demand.

SuccessFactors
People Performance

OCLC

"We calculated
by moving to
the highly cu

Direct

Ease and Convenience

of the **cloud.**

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OCLC

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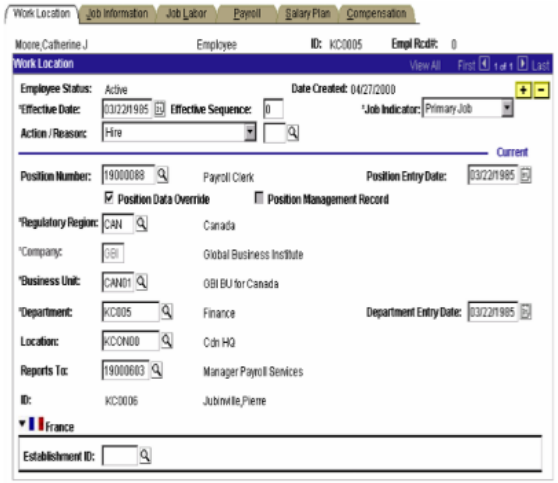
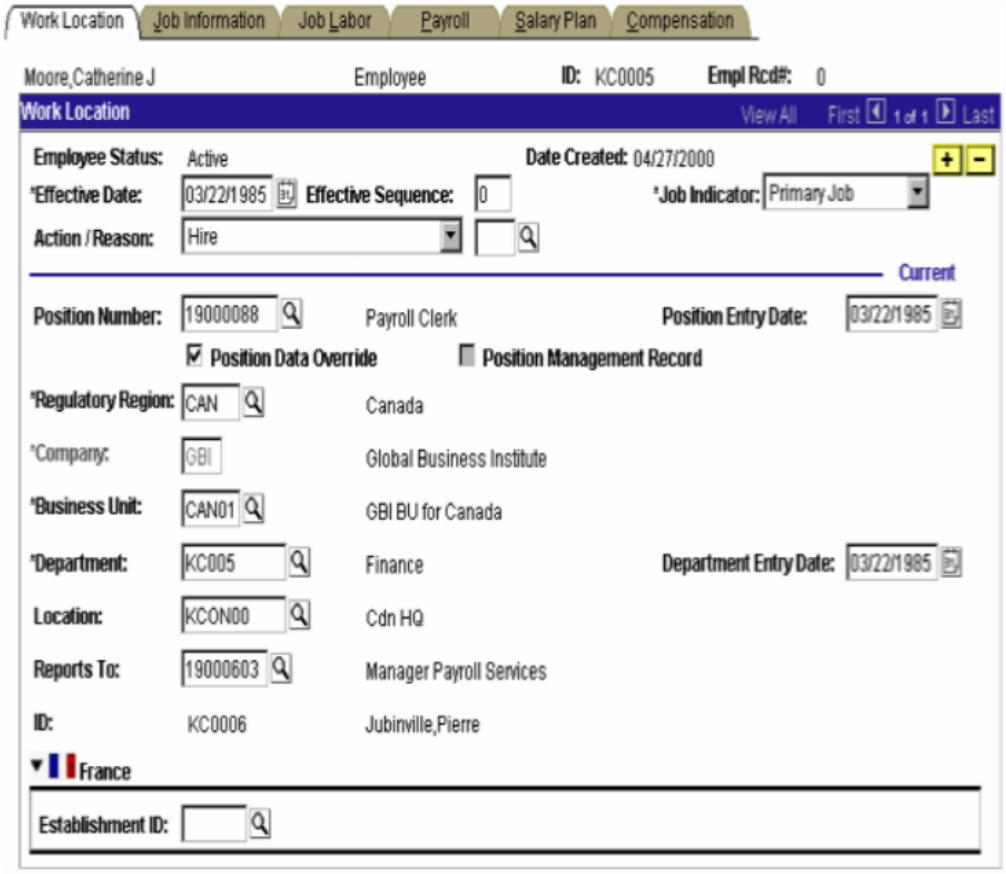
When they get to the office . . . .



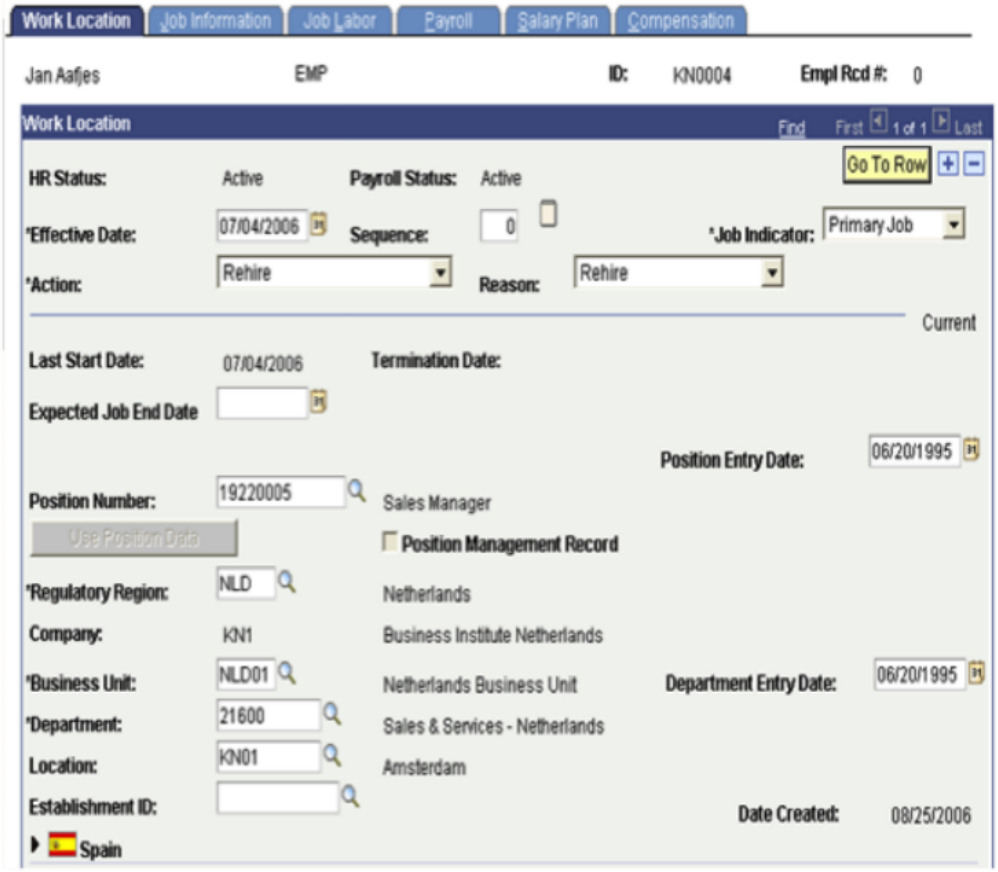
PeopleSoft 2000

PeopleSoft 2010

when they get to the office . . . .



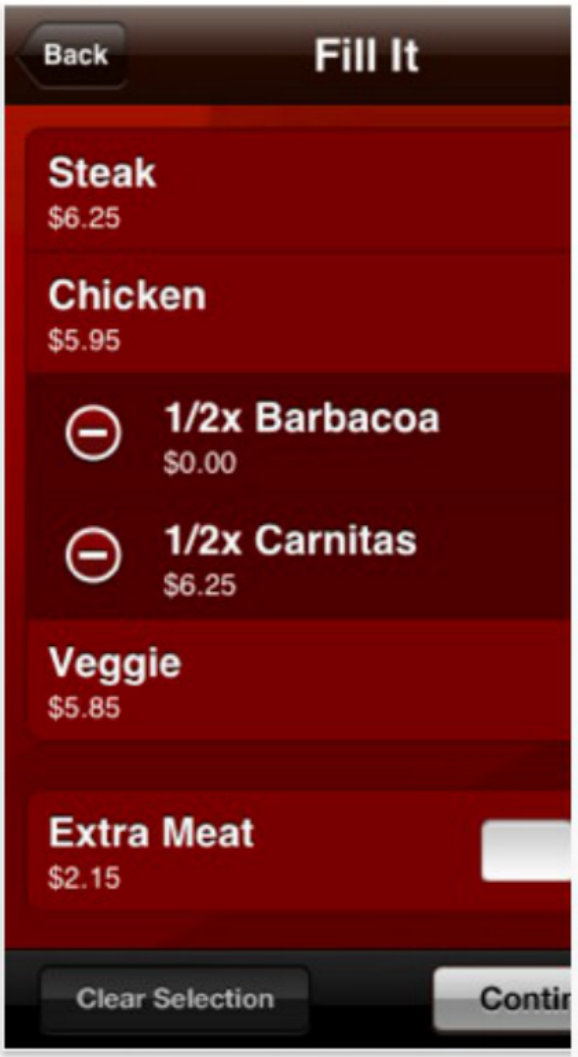
PeopleSoft 2000



PeopleSoft 2010

Back
What Looks Good?
Bag
2
CHIPOTLE
Burrito
Bowl
Soft Tacos
Crispy Tacos
Salad
Sides and Drinks

Burrito
Flour tortilla, choice of cilantro-lime rice, pinto or vegetarian black beans, meat (braised carnitas or barbacoa, adobo marinated and grilled chicken or beef) or guacamole, salsa and cheese or sour cream.
Order
Find
Food
About


Back
Fill It
Steak
$6.25
Chicken
$5.95
1/2x Barbacoa
$0.00
1/2x Carnitas
$6.25
Veggie
$5.85
Extra Meat
$2.15
Clear Selection

All Beautifully Designed

To Engage and Empower **Everyone.**

We upgrade the product four times per year:
February, May, August, November . . .

. . . not four times a decade . . .

. . . and they happen automatically,
at no additional charge.

Back to: Admin Tools

Welcome to the SuccessFactors Upgrade Centre

View Recently Completed Upgrades
View Saved for Later Items

Welcome to the SuccessFactors Upgrade Center

Get the latest updates here

Filter By: All Modules

Important Upgrades (7)

- Legal Change: Introduction of SEPA
  Learn More
- Legal Change Spain: Salary Report - CRA
  Learn More
- Legal Change New Zealand: 2014/2015 Tax Year
  Learn More
- Legal Change Australia: SuperStream Employer Contribution Reporting
  Learn More
- Legal Change USA: Date Of Separation from Military Service

Recommended Upgrades (2)

- Team Rater for 360
  Learn More
- Payment Information Migration
  Learn More

Optional Upgrades (5)

- Show Me
  Learn More
- New Picklist for Name Prefix Field
  Learn More
- Shared Groups
  Learn More
- PM v12 Acceleration
  Learn More
- Enhancement to Gender Values – Inclusion of Additional Gender Values
  Learn More

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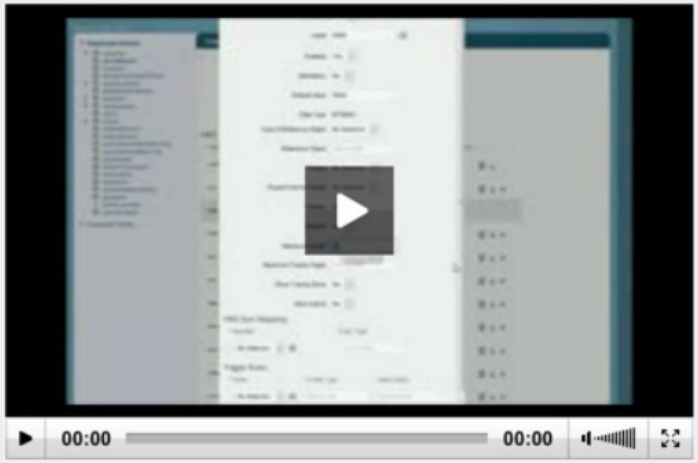
successfactors™
An SAP Company

Back to: Admin Tools / Upgrade Centre

Legal Change: Introduction of SEPA



Share this feature

Please note:

- This change affects all users.
- Estimated time for this upgrade to take effect varies, but can be up to 5 minutes.
- Delivery Date : 1402
- Due date : Deadline 1st of February is extended to deadline 1st of August
- Country : **Aaland Islands**

Certain permissions are necessary to perform the upgrade. View Permission Details.

You will not be able to perform the upgrade because you do not have the necessary administrative privileges.Learn More

Description

Transition to SEPA

Delivery Date: 1402
Due date: Deadline 1st of February is extended to deadline 1st of August
From 1 February 2014, all euro direct debits and credit transfers within the designated 33-country area will be executed under the new SEPA conditions. The Single Euro Payments Area (SEPA) is a payment-integration initiative of the European Union for simplification of bank transfers denominated in euro.
Beginning with the 1st of February, you have to use the International Bank Account Number (IBAN) and the Business Identifier Code (BIC) for any bank transfers in the 33 Single Euro Payments Area (SEPA) countries.
When you maintain direct deposits in Employee Central for your employees, you must know that IBAN is sufficient for bank transfers to employees with a domestic bank account, but IBAN and BIC together are needed for payments to employees who have opened their account with a foreign bank in the SEPA area until 31.01.2016.
When you use SAP payroll for salary payments, the BIC is not

Show More

More Information

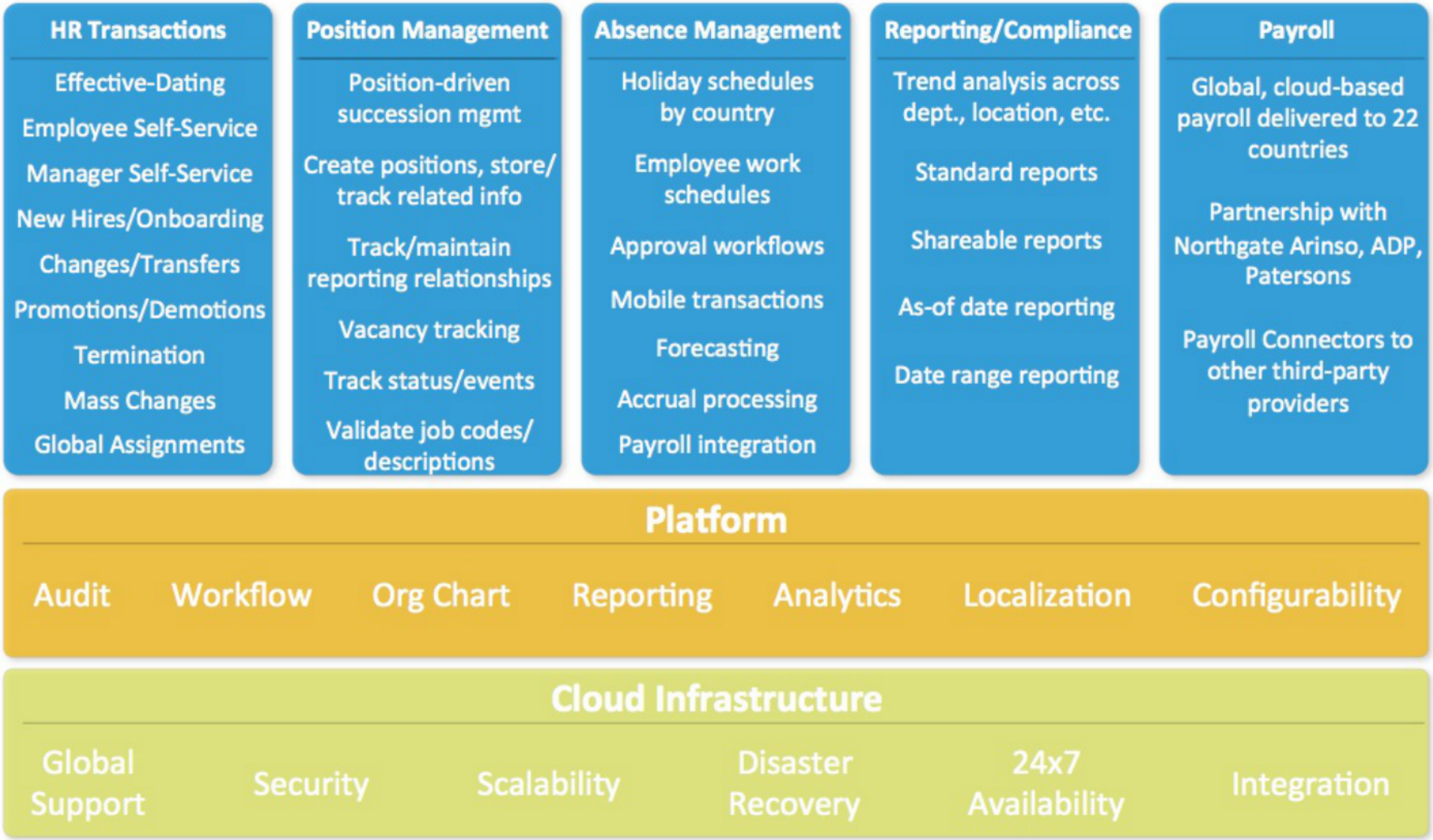
List of SEPA Countries

Upgrade Now

Employee Central: At a Glance

Employee Central Service Center
Workforce Analytics & Benchmarking
On-Boarding
HR Communications

Employee Central Service Center

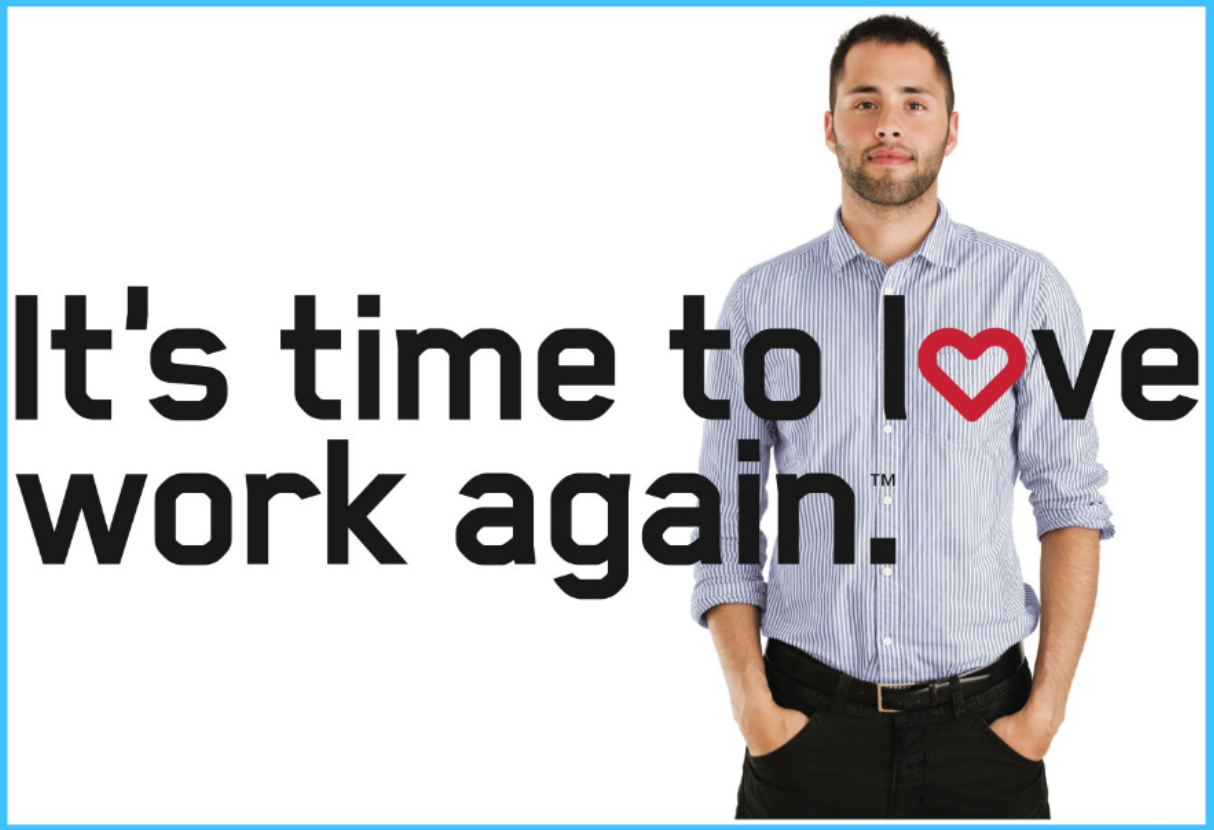

HR Transactions
Effective-Dating
Employee Self-Service
Manager Self-Service
New Hires/Onboarding
Changes/Transfers
Promotions/Demotions
Termination
Mass Changes
Global Assignments
Position Management
Position-driven succession mgmt
Create positions, store/ track related info
Track/maintain reporting relationships
Vacancy tracking
Track status/events
Validate job codes/ descriptions
Absence Management
Holiday schedules by country
Employee work schedules
Approval workflows
Mobile transactions
Forecasting
Accrual processing
Payroll integration
Reporting/Compliance
Trend analysis across dept., location, etc.
Standard reports
Shareable reports
As-of date reporting
Date range reporting
Payroll
Global, cloud-based payroll delivered to 22 countries
Partnership with Northgate Arinso, ADP, Patersons
Payroll Connectors to other third-party providers
Platform
Audit
Workflow
Org Chart
Reporting
Analytics
Localization
Configurability
Cloud Infrastructure
Global Support
Security
Scalability
Disaster Recovery
24x7 Availability
Integration

Employee Central Service Center
Workforce Analytics & Benchmarking
On-Boarding
HR Communications

Self-Service Wizards

- Greatly improve end-user adoption
- Reduce workload of call center staff
- Improve data accuracy
- Reduce frustration

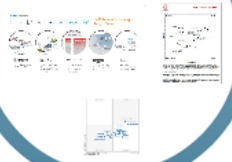
Ease of Use for HR Staff



Support for HR Communications

- Create groups based on HR data
- Create a group just for the HR team
- Share documents, ideas, conduct polls, link to Sharepoint, etc.

Analyst Reviews



SuccessFactors OnBoarding

Implement Your Priorities

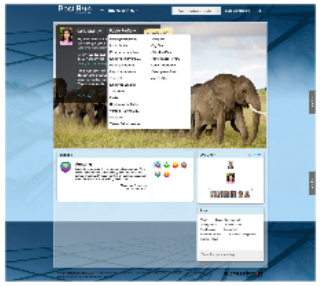
You can start with any pillar

Employee Central Helpdesk

Foundation of BizX Suite

Reports &

Designed for Employees



Best Run
Run better with SAP

Employee Files

Search for actions or people

Carla Grant (cgrant)

Carla Grant

Public Profile

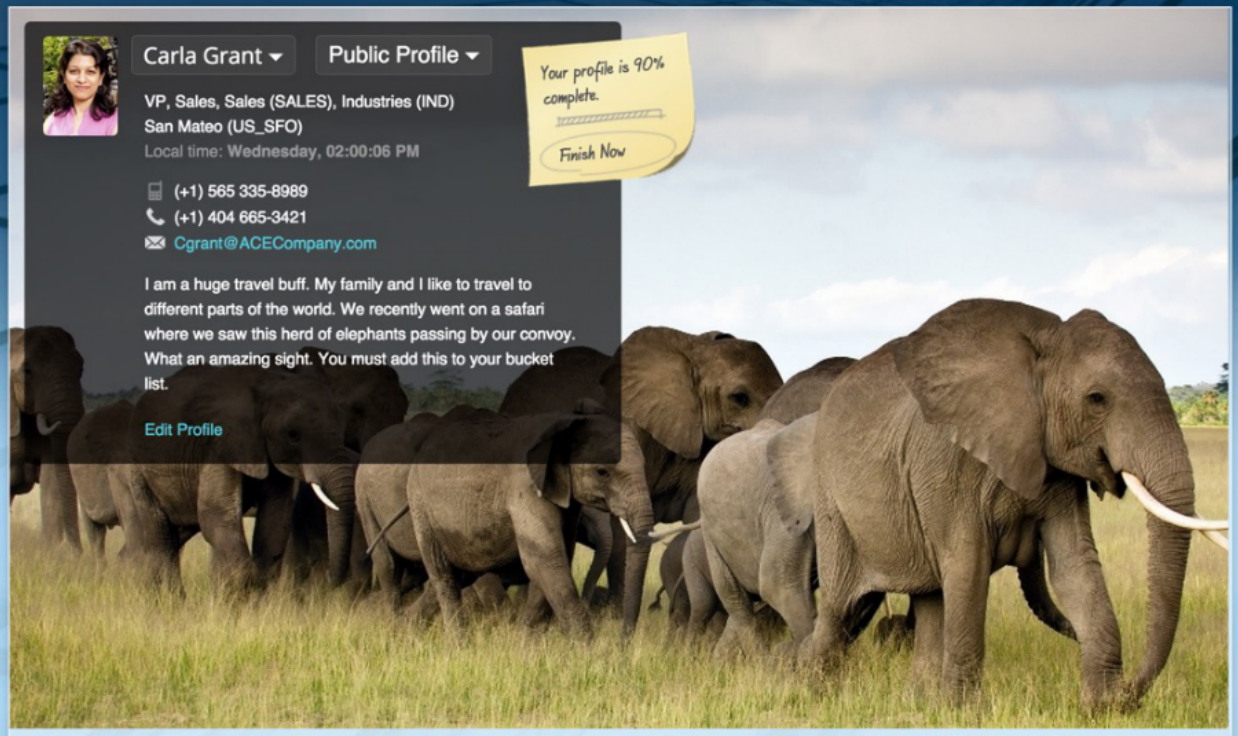
VP, Sales, Sales (SALES), Industries (IND)
San Mateo (US_SFO)
Local time: Wednesday, 02:00:06 PM

(+1) 565 335-8989
(+1) 404 665-3421
Cgrant@ACECompany.com

I am a huge travel buff. My family and I like to travel to different parts of the world. We recently went on a safari where we saw this herd of elephants passing by our convoy. What an amazing sight. You must add this to your bucket list.

Edit Profile

Your profile is 90% complete.
Finish Now



Badges

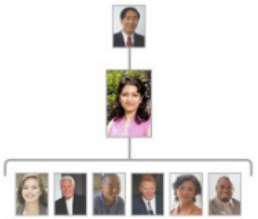
Amazing

Carla did a fantastic Job at the annual conference. On a difficult environment, she can stay calm and drive her project smoothly. I think of her like an experience captain when the storm is approaching. Well done.

Alexander Thompson
29 October 2012

Org Chart

Full size



Tags

APAC Sales Management
Management Soccer Team
Toastmaster Economics
President's Club Business Intelligence
Strategy Maps

Give this person a tag

Support

Support

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Best Run
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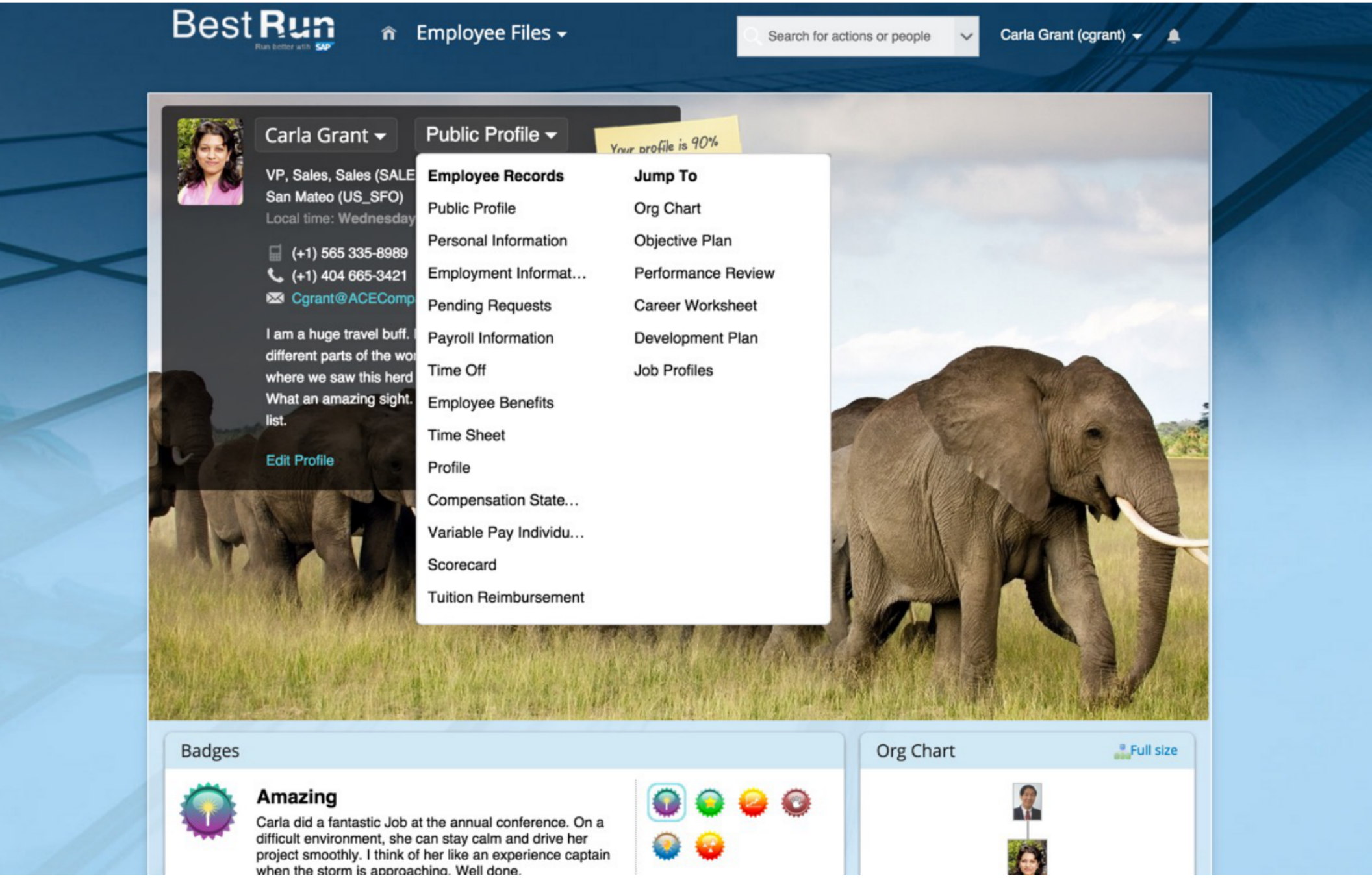
Full size


BestRun
Run better with SAP
Employee Files
Search for actions or people
Carla Grant (cgrant)
Carla Grant
Public Profile
Your profile is 90%
VP, Sales, Sales (SALE
San Mateo (US_SFO)
Local time: Wednesday
(+1) 565 335-8989
(+1) 404 665-3421
Cgrant@ACEComp
I am a huge travel buff.
different parts of the wo
where we saw this herd
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list.
Edit Profile
Employee Records
Public Profile
Personal Information
Employment Informat…
Pending Requests
Payroll Information
Time Off
Employee Benefits
Time Sheet
Profile
Compensation State…
Variable Pay Individu…
Scorecard
Tuition Reimbursement
Jump To
Org Chart
Objective Plan
Performance Review
Career Worksheet
Development Plan
Job Profiles
Badges
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Org Chart
Full size

Best Run
Run better with SAP
Employee Files
Search for actions or people
Carla Grant (cgrant)
Carla Grant
Public Profile
Your profile is 90% complete.
Finish Now
Managers
Alexander Thompson
Peers
Ashley N Brooks
Wilson Gale
Shirley Neilson
Darlene Sharp
Steven Thomas
Direct Subordinates
Brenda Davis
Marcus Hoff
Richard Maxx
Sid Morton
Wilma Sown
Vic Stokes
Badges
Amazing
Carla did a fantastic Job at the annual conference. On a difficult environment, she can stay calm and drive her project smoothly. I think of her like an experience captain when the storm is approaching. Well done.
Alexander Thompson
29 October 2012
Org Chart
Full size

Designed for Everyday Use

Seating Charts

Comp Statements

Org Chart

Badges

Employee Directory

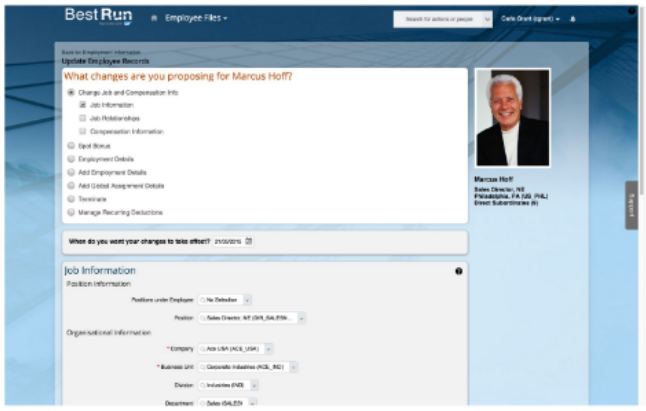
Public Profiles

Mobile Capabilities

Entire Application Available via Mobile Browser
Specific Functions Available through Dedicated Mobile Apps

Self-Service Wizards

- Greatly improve end-user adoption
- Reduce workload of call center staff
- Improve data accuracy
- Reduce frustration



Best Run
Run better with SAP

Employee Files

Search for actions or people

Carla Grant (cgrant)

Back to: Employment Information

Update Employee Records

What changes are you proposing for Marcus Hoff?

- (•) Change Job and Compensation Info
  - [x] Job Information
  - [ ] Job Relationships
  - [ ] Compensation Information
- ( ) Spot Bonus
- ( ) Employment Details
- ( ) Add Employment Details
- ( ) Add Global Assignment Details
- ( ) Terminate
- ( ) Manage Recurring Deductions

Marcus Hoff

Sales Director, NE
Philadelphia, PA (US_PHL)
Direct Subordinates (9)

When do you want your changes to take effect? 21/05/2015

Job Information

Position Information

Positions under Employee: No Selection

Position: Sales Director, NE (DIR_SALESN...

Organisational Information

* Company: Ace USA (ACE_USA)

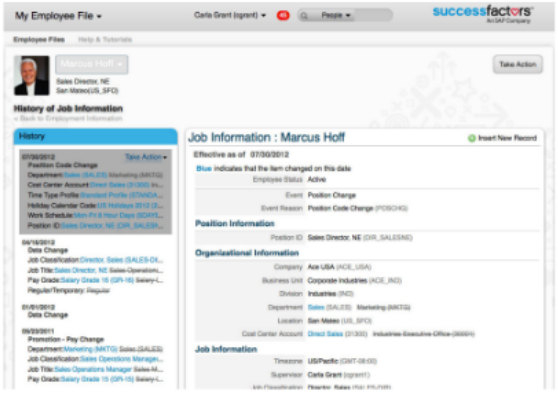
* Business Unit: Corporate Industries (ACE_IND)

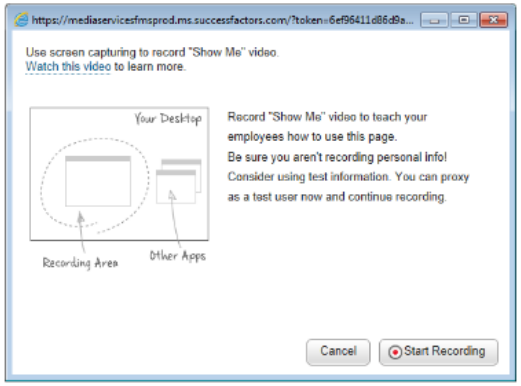
Division: Industries (IND)

Department: Sales (SALES)

Support

Ease of Use for HR Staff





Marcus Hoff ▾

Sales Director, NE
San Mateo(US_SFO)

Take Action

History of Job Information

< Back to Employment Information

History

07/30/2012 Take Action ▾
Position Code Change
Department:Sales (SALES) ~~Marketing (MKTG)~~
Cost Center Account:Direct Sales (31300) ~~In...~~
Time Type Profile:Standard Profile (STANDA...
Holiday Calendar Code:US Holidays 2012 (2...
Work Schedule:Mon-Fri 8 Hour Days (5DAYE...
Position ID:Sales Director, NE (DIR_SALESN...

04/16/2012
Data Change
Job Classification:Director, Sales (SALES-DI...
Job Title:Sales Director, NE ~~Sales Operations~~...
Pay Grade:Salary Grade 16 (GR-16) ~~Salary (...~~
Regular/Temporary: ~~Regular~~

01/01/2012
Data Change

05/23/2011
Promotion - Pay Change
Department:Marketing (MKTG) ~~Sales (SALES)~~
Job Classification:Sales Operations Manager...
Job Title:Sales Operations Manager ~~Sales M...~~
Pay Grade:Salary Grade 15 (GR-15) ~~Salary (...~~

Job Information : Marcus Hoff

Insert New Record

Effective as of 07/30/2012

Blue indicates that the item changed on this date

Employee Status	Active
Event	Position Change
Event Reason	Position Code Change (POSCHG)

Position Information

Position ID	Sales Director, NE (DIR_SALESNE)

Organizational Information

Company	Ace USA (ACE_USA)
Business Unit	Corporate Industries (ACE_IND)
Division	Industries (IND)
Department	Sales (SALES) ~~Marketing (MKTG)~~
Location	San Mateo (US_SFO)
Cost Center Account	Direct Sales (31300) ~~Industries Executive Office (30001)~~

Job Information

Timezone	US/Pacific (GMT-08:00)
Supervisor	Carla Grant (cgrant1)
Job Classification	Director, Sales (SALES-DIR)

05/23/2011
Promotion - Pay Change
Department:Marketing (MKTG) ~~Sales (SALES)~~
Job Classification:Sales Operations Manager...
Job Title:Sales Operations Manager ~~Sales M~~...

02/02/2011
Salary Increase

01/01/2010
Salary Increase

01/01/2001
New Hire

Shift Code	
Shift Rate	0
Shift Percent	0
Is Cross Border Worker	No

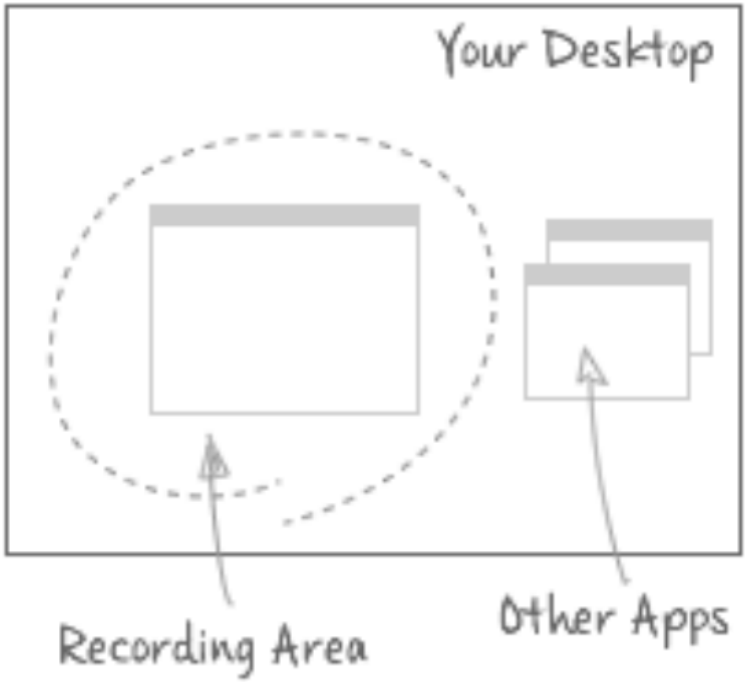
Time Off Information

Time Type Profile	Standard Profile (STANDARD_PROFILE)
Holiday Calendar Code	US Holidays 2012 (2012_HOLIDAY_US)
Work Schedule	Mon-Fri 8 Hour Days (5DAY8HOUR)

Updated by admin on Wednesday, January 16, 2013 5:44:42 AM PST

https://mediaservicesfmsprod.ms.successfactors.com/?token=6ef96411d86d9a...

Use screen capturing to record "Show Me" video.
Watch this video to learn more.



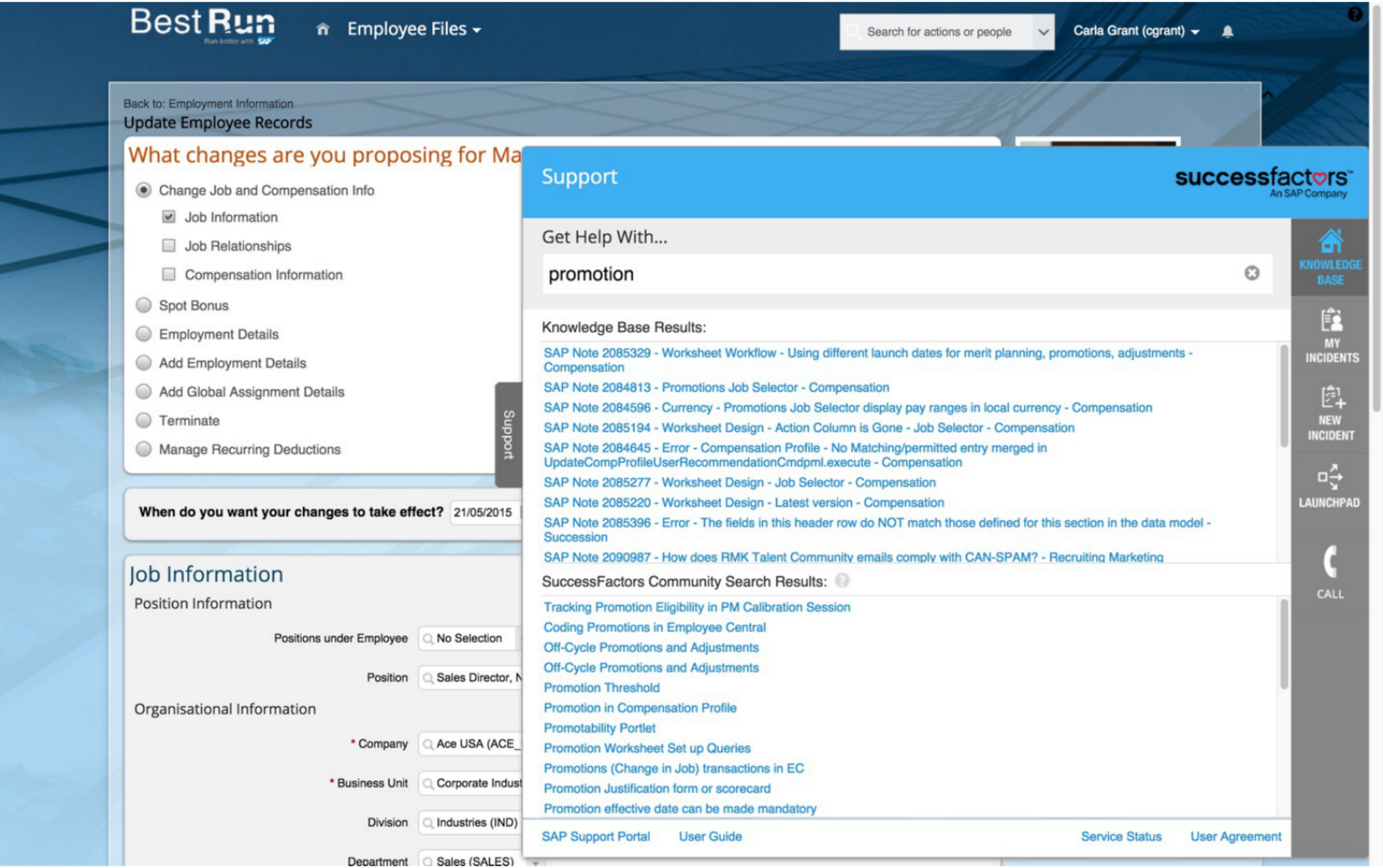
Record "Show Me" video to teach your employees how to use this page.

Be sure you aren't recording personal info!

Consider using test information. You can proxy as a test user now and continue recording.

Cancel

Start Recording


BestRun
Employee Files
Search for actions or people
Carla Grant (cgrant)
Back to: Employment Information
Update Employee Records
What changes are you proposing for Ma
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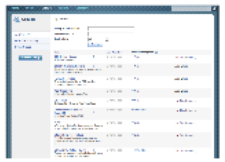
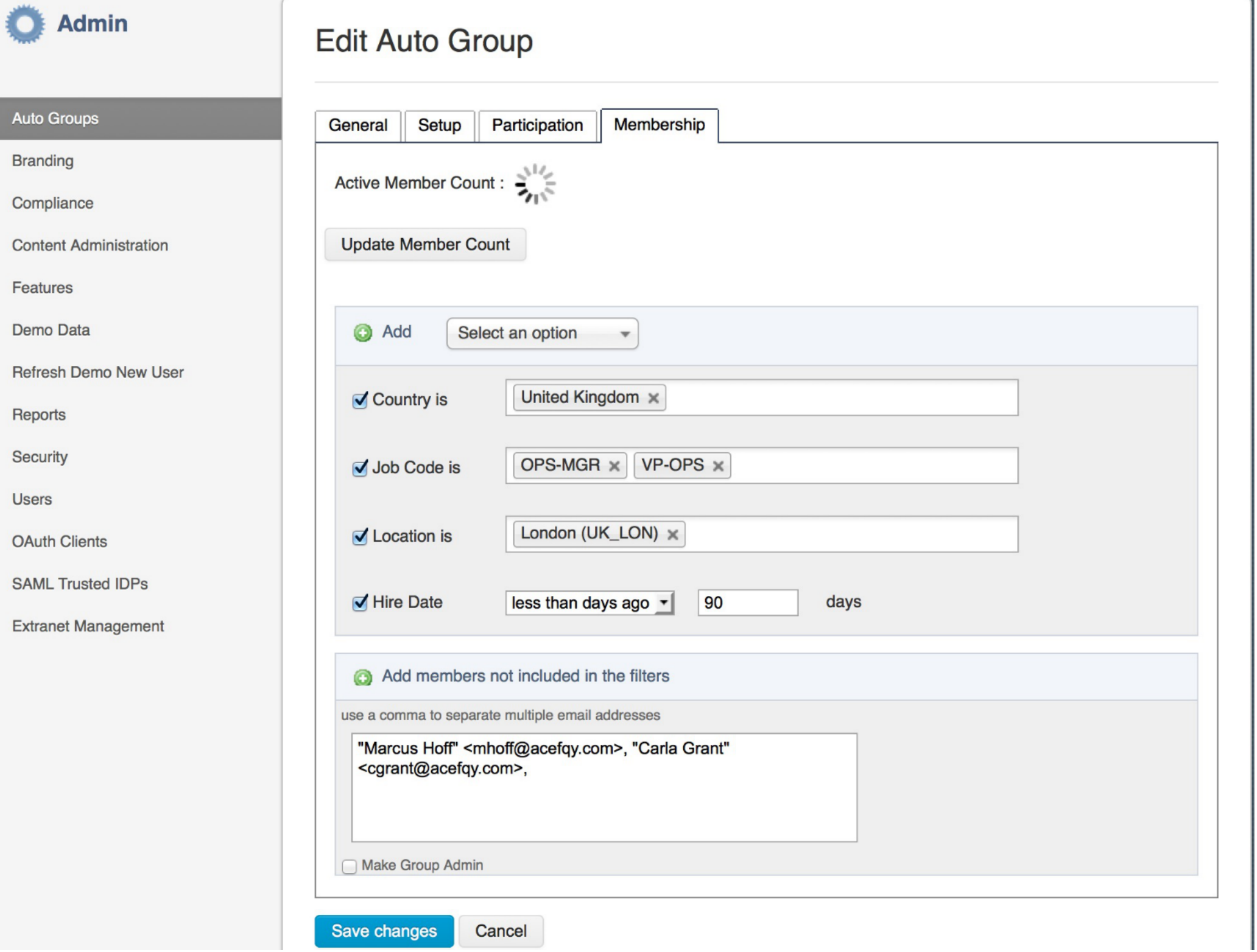
Manage Recurring Deductions
When do you want your changes to take effect?
21/05/2015
Job Information
Position Information
Positions under Employee
No Selection
Position
Sales Director, N
Organisational Information
* Company
Ace USA (ACE_
* Business Unit
Corporate Indust
Division
Industries (IND)
Department
Sales (SALES)
Support
successfactors
An SAP Company
Get Help With...
promotion
Knowledge Base Results:
SAP Note 2085329 - Worksheet Workflow - Using different launch dates for merit planning, promotions, adjustments - Compensation
SAP Note 2084813 - Promotions Job Selector - Compensation
SAP Note 2084596 - Currency - Promotions Job Selector display pay ranges in local currency - Compensation
SAP Note 2085194 - Worksheet Design - Action Column is Gone - Job Selector - Compensation
SAP Note 2084645 - Error - Compensation Profile - No Matching/permitted entry merged in UpdateCompProfileUserRecommendationCmdpml.execute - Compensation
SAP Note 2085277 - Worksheet Design - Job Selector - Compensation
SAP Note 2085220 - Worksheet Design - Latest version - Compensation
SAP Note 2085396 - Error - The fields in this header row do NOT match those defined for this section in the data model - Succession
SAP Note 2090987 - How does RMK Talent Community emails comply with CAN-SPAM? - Recruiting Marketing
SuccessFactors Community Search Results:
Tracking Promotion Eligibility in PM Calibration Session
Coding Promotions in Employee Central
Off-Cycle Promotions and Adjustments
Off-Cycle Promotions and Adjustments
Promotion Threshold
Promotion in Compensation Profile
Promotability Portlet
Promotion Worksheet Set up Queries
Promotions (Change in Job) transactions in EC
Promotion Justification form or scorecard
Promotion effective date can be made mandatory
SAP Support Portal
User Guide
Service Status
User Agreement
KNOWLEDGE BASE
MY INCIDENTS
NEW INCIDENT
LAUNCHPAD
CALL

Support for HR Communications

- Create groups based on HR data
- Create a group just for the HR team
- Share documents, ideas, conduct polls, link to Sharepoint, etc.




Admin
Auto Groups
Branding
Compliance
Content Administration
Features
Demo Data
Refresh Demo New User
Reports
Security
Users
OAuth Clients
SAML Trusted IDPs
Extranet Management
Edit Auto Group
General
Setup
Participation
Membership
Active Member Count :
Update Member Count
Add
Select an option
Country is
United Kingdom
Job Code is
OPS-MGR
VP-OPS
Location is
London (UK_LON)
Hire Date
less than days ago
90
days
Add members not included in the filters
use a comma to separate multiple email addresses
"Marcus Hoff" <mhoff@acefqy.com>, "Carla Grant" <cgrant@acefqy.com>,
Make Group Admin
Save changes
Cancel

ACE_New_Hire_Checklist.doc

Ace Onboarding

Like Comment Download More Go To Zoom In PrevPage NextPage

Page 1/1 Go to 1

New Hire Checklist

Welcome

Thanks for joining the SuccessFactors Team! We're excited for your journey to begin and below are the essential new hire items to help make your onboarding experience easy and successful. You'll need to submit the items by the end of your first week.

Benefits

You can refer to the following Resource Library options at successfactors.com/hr/benefits.

- Medical, Dental, Vision
- Life Insurance, A D & D, Disability
- Commuter Benefits
- Flexible Spending Plan FSA 125

Payroll

The direct deposit form will be used for payroll purposes. Generally it takes at least two pay periods for the system to take affect. Also, download the W-4 for tax purposes. This information is located at successfactors.com/hr/payroll.

By Ursala Chan
Last Updated:
about 6 months ago

1 View
0 Likes

Description:
description

Filename:
ACE_New_Hire_Checklist.doc

Version (1)

Total Size: 168.5 KB

Tags: +Add

Related

Initial 1 on 1
By Ursala Chan
about 6 months ago

Week 1 - You as a Leader
By Ursala Chan
about 6 months ago

WINS Book Club Meeting Calendar
By Ursala Chan
about 6 months ago

About Leadership Development Team 109
By Ursala Chan
about 6 months ago

This group is Public
5 Members

You are:
Following
Subscribed (None)
Group Admin

Add Content

About
Wall
Blog Posts (0)
Chat
Explore
Discussions (1)
Documents and Wikis (7)
Links (0)
Photos (4)
Polls (1)
Reports
Tasks (0)
Videos (0)

Trash Group

Ace Onboarding

Edit Group

What's on your mind?

Link Record Upload Share

Angela McDonald voted in the poll How long should New Hire Orientation be?

1 Day	66%
Half-Day	33%
2 Days	0%

Vote Now!

about 6 months ago - Comment - Like - More actions...

Angela McDonald wrote on the group wall

My access card doesn't seem to be working. Anyone know who I can contact to have this fixed?

about 6 months ago via web - Comment - Like - More actions...

Larry Lindsley: @schan fixed mine. Reach out to him.
about 6 months ago via web - Delete - Like

Stephen Chan: I can help. Swing by the 2nd floor when you have a moment today and we'll get it sorted for you.
about 6 months ago via web - Delete - Like

Angela McDonald: Thanks @llindsley for the heads up. @schan will do!
about 6 months ago via web - Delete - Like

Penny Welsh voted in the poll How long should New Hire Orientation be?

Half-Day - Vote Now!

about 6 months ago - Comment - Like - More actions...

Larry Lindsley voted in the poll How long should New Hire Orientation be?

1 Day - Vote Now!

about 6 months ago - Comment - Like - More actions...

Ursala Chan created the discussion New Hire Buddy Program

Reply in this discussion if you're interested in being a buddy for a new hire!

about 6 months ago - Comment - More actions...

Penny Welsh: Spending 30 minutes with new hire helping to navigate company intranet, setting up important bookmarks, etc. would be great. I think I spent quite a bit of time just searching for info on benefits, how More...
about 6 months ago via web - Delete - Like

You currently don't have unread suggestions.

See all suggestions

Groups

My Groups (9)
Recent Group Activity
Browse Groups

Create a Group

My Groups

Group Name Contains:
Members include:
Last Activity: All
Search

Name	Last Activity	Email Subscriptions	
2011 Holiday Season 2011 Holiday Season	6 months ago	None	Stop Following
2010 Performance Reviews Timelines, process and training for this year's Performance Review cycle.	6 months ago	None	Auto Group
Human Resources The central location for all ACE policies, updates, and announcements.	6 months ago	None	Auto Group
Ace Onboarding Information for new hires at Ace	6 months ago	None	Auto Group
Sales Tools Collaboration Group for Ace Sales Tools	6 months ago	None	Stop Following
Leadership Development Team 109 Learning Team Spring 2010	6 months ago	Immediate	Stop Following
WINS Women's Initiative for Networking and Success is committed to creating a culture that ins...	6 months ago	Daily	Stop Following
Internal Employee Referral A public group where employees can refer others, attach resumes and collaborate around th...	6 months ago	Daily	Stop Following
Software BU Budget Review Project workspace where the Software Division budget is reviewed and discussed.	6 months ago	Immediate	Stop Following

Company

Alumni (1238)
Blog Posts (293)
Chat Rooms (209)
Company Wiki Page
Dashboard
Directory (1543)
Documents (3607)
Employee of the Month
Feed
Groups (538)
Links (7611)
Locations (28)
Photos (11257)
Polls (143)
Rankings BETA
Top Conversations
Videos (229)
Wiki Pages (669)

Employee of the Month

Patrick Saeger
Vice President of Customer Success

Vote for the September 2011 Employee of the Month

Employee of the Month

Nominate one of your coworkers who you think does a really excellent job. You can nominate one person per month.

Nominate

You voted for:

Michael Rossi
Software Architect

Cancel your vote

Nominated by: Susan McGovern

19% voted for Michael.

September's Nominees

Choose who will get your vote for Employee of the Month

Lisa Sharkey
Platinum Customer Success Advocate, EMEA

Change your vote

Nominated by: Lindsey Mann

43% voted for Lisa.

Lyndal Hagar
Product Manager

Change your vote

Nominated by: David Dozier

24% voted for Lyndal.

Margit Tschauner
Executive Assistant

Change your vote

Nominated by: Guido Baer

10% voted for Margit.

Violeta McCourt
IT Customer Support Representative - Learning

Change your vote

Nominated by: Anthony Sanchez

5% voted for Violeta.

Previous Winners

August 2011

Patrick Saeger
Vice President of Customer Success

62 people voted for Patrick.

Nominated by: Anthony Johnson

July 2011

John Rogers
Director, Quality Assurance

41 people voted for John.

Nominated by: Ramesh Kumar Pazhoor Unnikrishnan

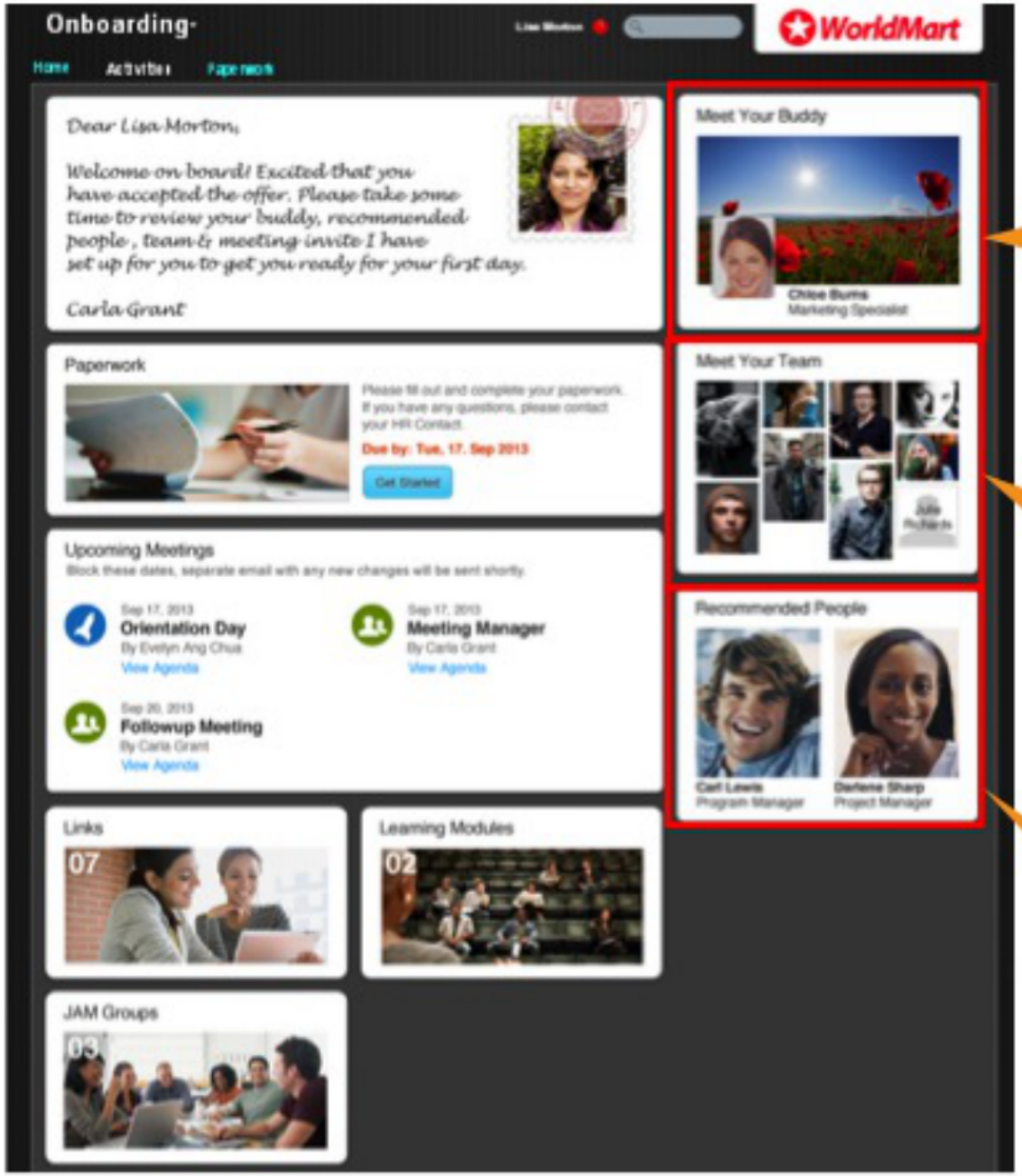
Employee of the Month Help

Nominate and vote for a coworker who deserves to be recognized for their achievements.

- You can nominate one person per month
- A feed item is created when you nominate a coworker
- You can change your vote at any time and as often as you would like
- Votes are tallied on the last day of the month and the winner is announced on the home page

SuccessFactors OnBoarding

New Hire – Orientation

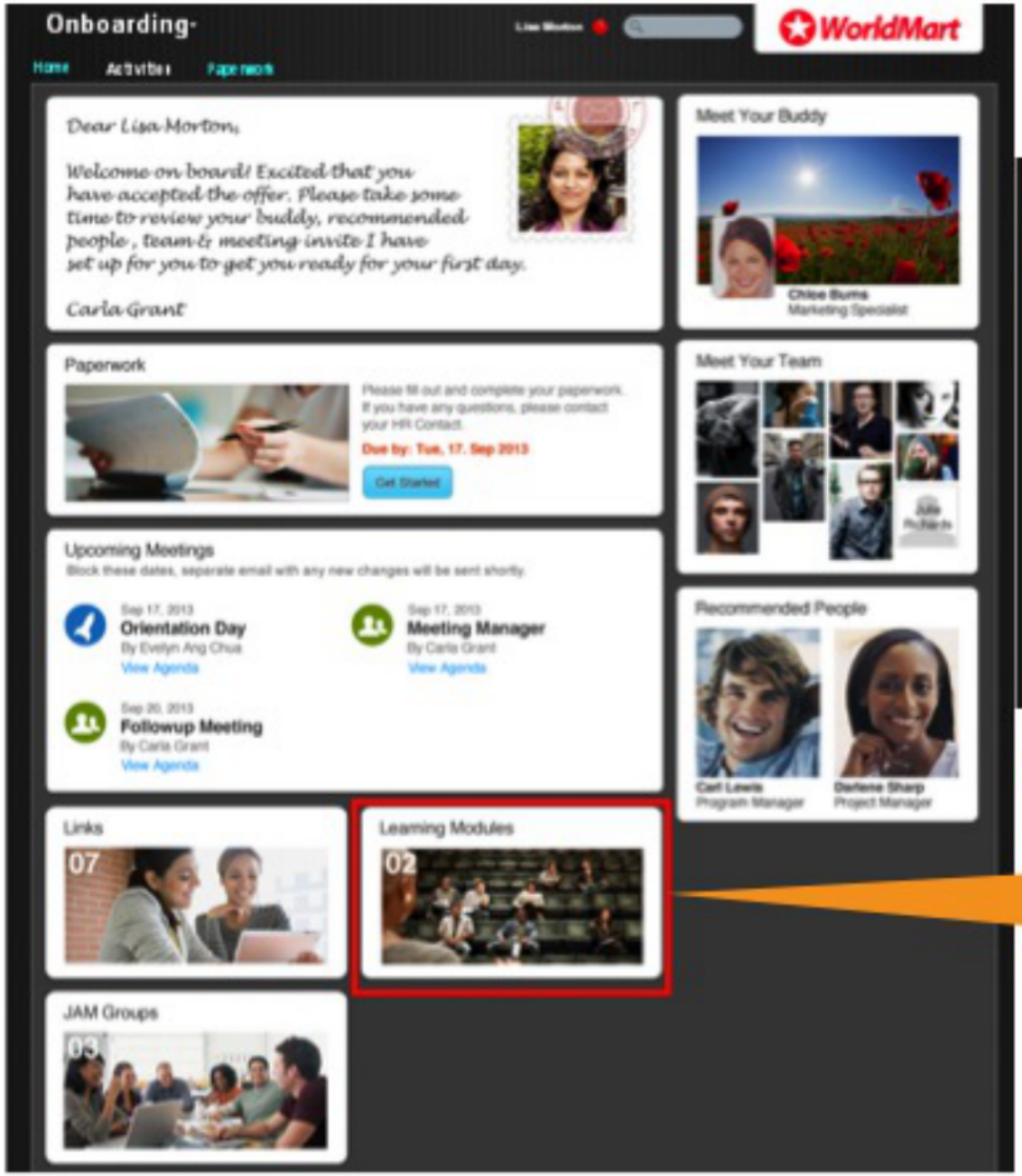


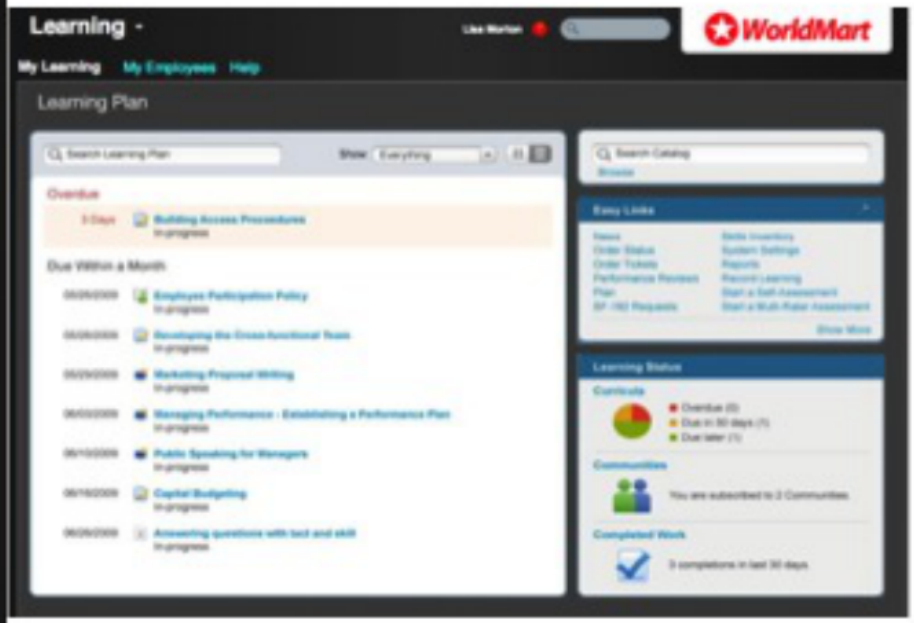
Meet your new hire buddy

Meet your peers

Connect with others

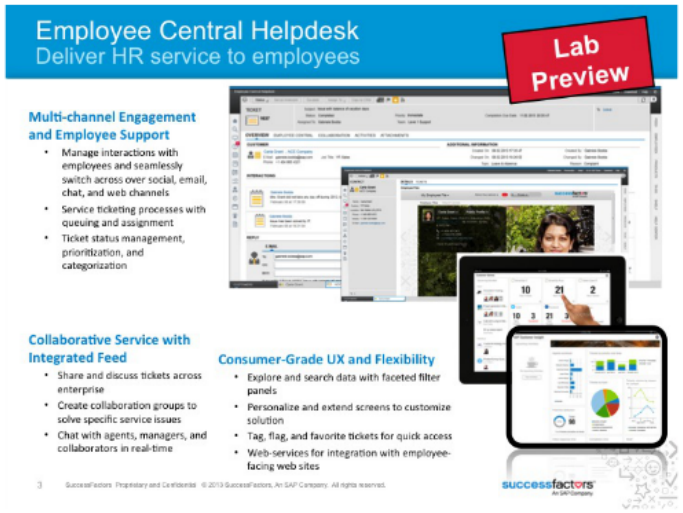
New Hire – Orientation





Links to Learning activities

Employee Central Helpdesk



Employee Central Helpdesk
Deliver HR service to employees

Lab Preview

Multi-channel Engagement and Employee Support

- Manage interactions with employees and seamlessly switch across over social, email, chat, and web channels
- Service ticketing processes with queuing and assignment
- Ticket status management, prioritization, and categorization

Collaborative Service with Integrated Feed

- Share and discuss tickets across enterprise
- Create collaboration groups to solve specific service issues
- Chat with agents, managers, and collaborators in real-time

Consumer-Grade UX and Flexibility

- Explore and search data with faceted filter panels
- Personalize and extend screens to customize solution
- Tag, flag, and favorite tickets for quick access
- Web-services for integration with employee-facing web sites

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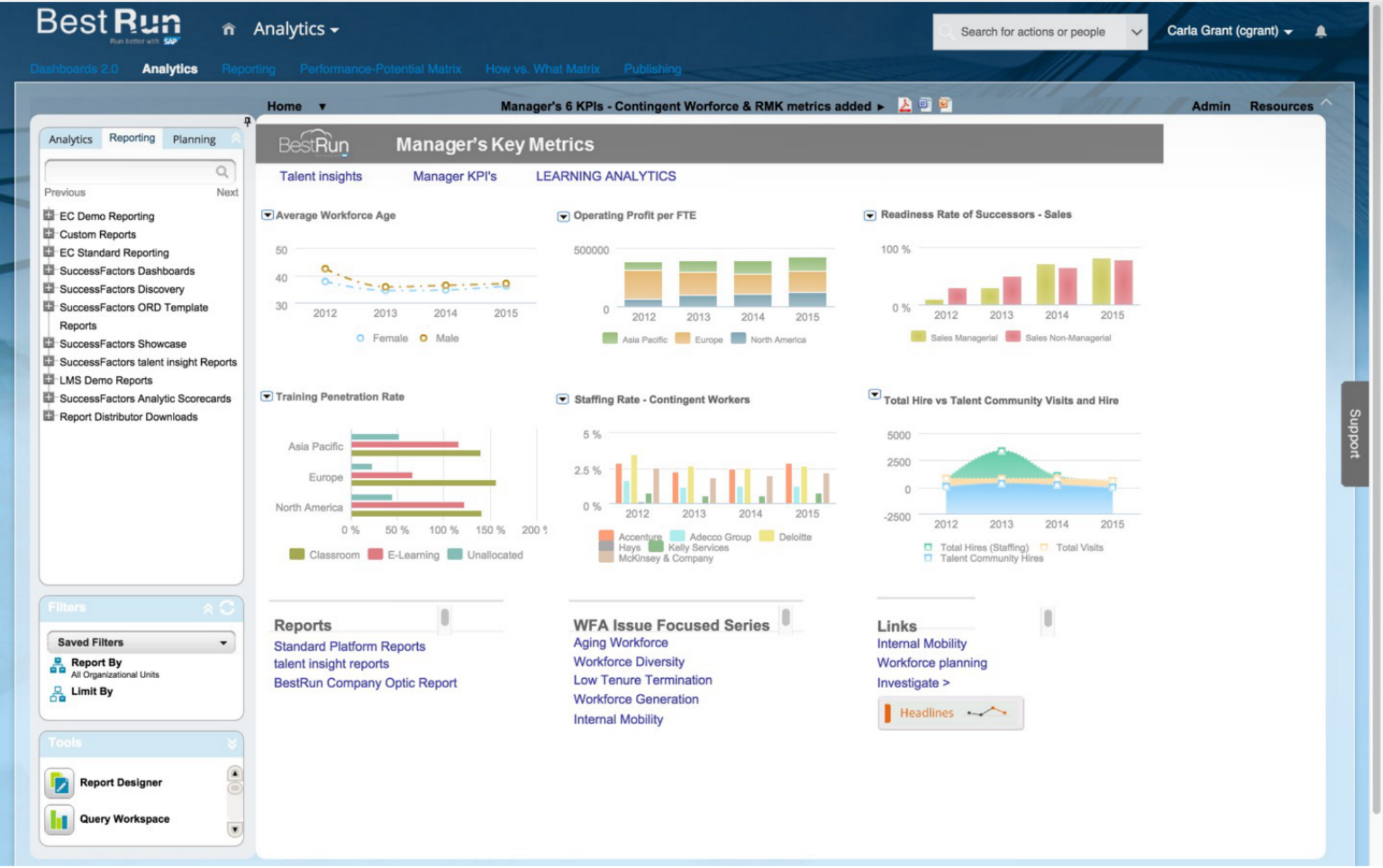
successfactors
An SAP Company

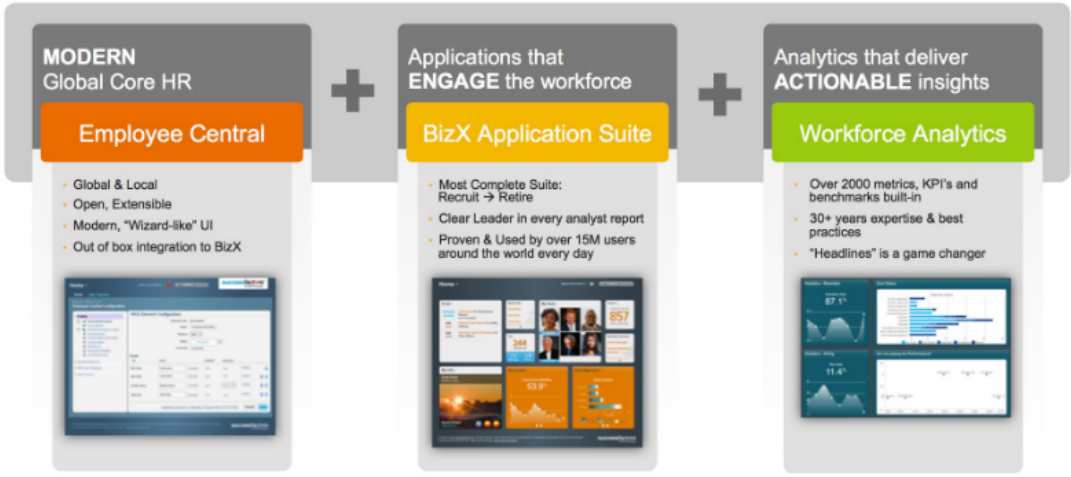
Reports & Analytics

1. Dozens of delivered reports
2. Simple, powerful ad hoc report writer
3. Workforce analytics (different from HR reports


BestRun
Analytics
Search for actions or people
Carla Grant (cgrant)
Dashboards 2.0
Analytics
Reporting
Performance-Potential Matrix
How vs. What Matrix
Publishing
Home
Manager's 6 KPIs - Contingent Worforce & RMK metrics added
Admin
Resources
Analytics
Reporting
Planning
Previous
Next
EC Demo Reporting
Custom Reports
EC Standard Reporting
SuccessFactors Dashboards
SuccessFactors Discovery
SuccessFactors ORD Template Reports
SuccessFactors Showcase
SuccessFactors talent insight Reports
LMS Demo Reports
SuccessFactors Analytic Scorecards
Report Distributor Downloads
Filters
Saved Filters
Report By
All Organizational Units
Limit By
Tools
Report Designer
Query Workspace
BestRun
Manager's Key Metrics
Talent insights
Manager KPI's
LEARNING ANALYTICS
Average Workforce Age
50
40
30
2012
2013
2014
2015
Female
Male
Operating Profit per FTE
500000
0
2012
2013
2014
2015
Asia Pacific
Europe
North America
Readiness Rate of Successors - Sales
100 %
0 %
2012
2013
2014
2015
Sales Managerial
Sales Non-Managerial
Training Penetration Rate
Asia Pacific
Europe
North America
0 %
50 %
100 %
150 %
200 %
Classroom
E-Learning
Unallocated
Staffing Rate - Contingent Workers
5 %
2.5 %
0 %
2012
2013
2014
2015
Accenture
Adecco Group
Deloitte
Hays
Kelly Services
McKinsey & Company
Total Hire vs Talent Community Visits and Hire
5000
2500
0
-2500
2012
2013
2014
2015
Total Hires (Staffing)
Total Visits
Talent Community Hires
Reports
Standard Platform Reports
talent insight reports
BestRun Company Optic Report
WFA Issue Focused Series
Aging Workforce
Workforce Diversity
Low Tenure Termination
Workforce Generation
Internal Mobility
Links
Internal Mobility
Workforce planning
Investigate >
Headlines
Support

Implement Your Priorities

The SuccessFactors Solution



You can start with any pillar

Your Priorities

The SuccessFactors Solution

MODERN
Global Core HR

Employee Central

- Global & Local
- Open, Extensible
- Modern, "Wizard-like" UI
- Out of box integration to BizX

Applications that
ENGAGE the workforce

BizX Application Suite

- Most Complete Suite:
  Recruit → Retire
- Clear Leader in every analyst report
- Proven & Used by over 15M users around the world every day

Analytics that deliver
ACTIONABLE insights

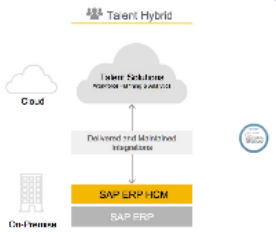
Workforce Analytics

- Over 2000 metrics, KPI's and benchmarks built-in
- 30+ years expertise & best practices
- "Headlines" is a game changer

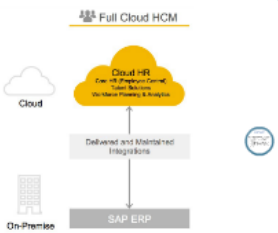
You can start with any pillar

Path to the Cloud

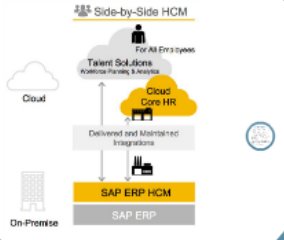
Hybrid



Full Cloud



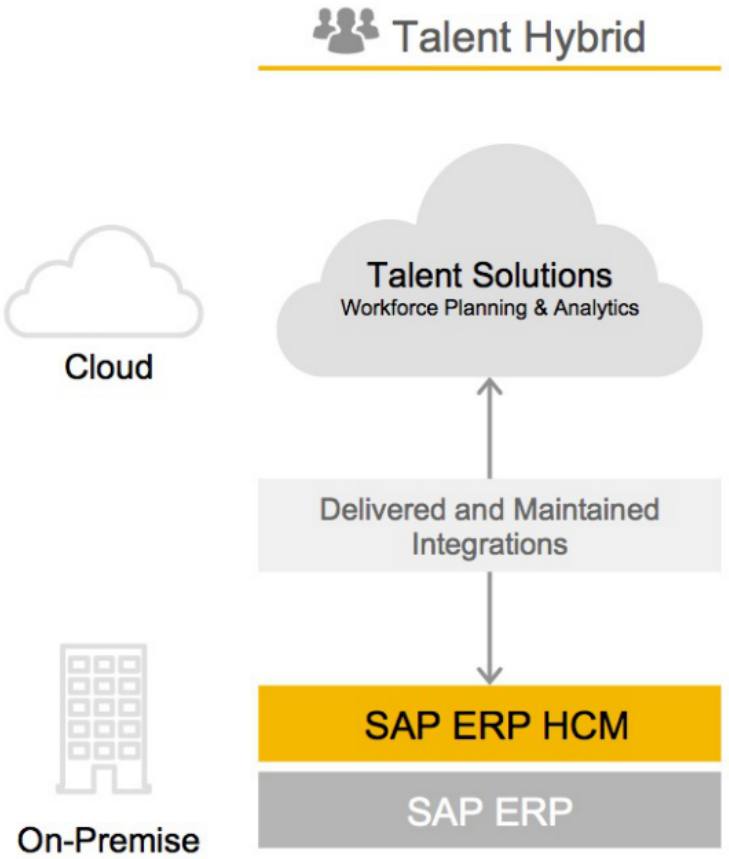
Side-by-Side

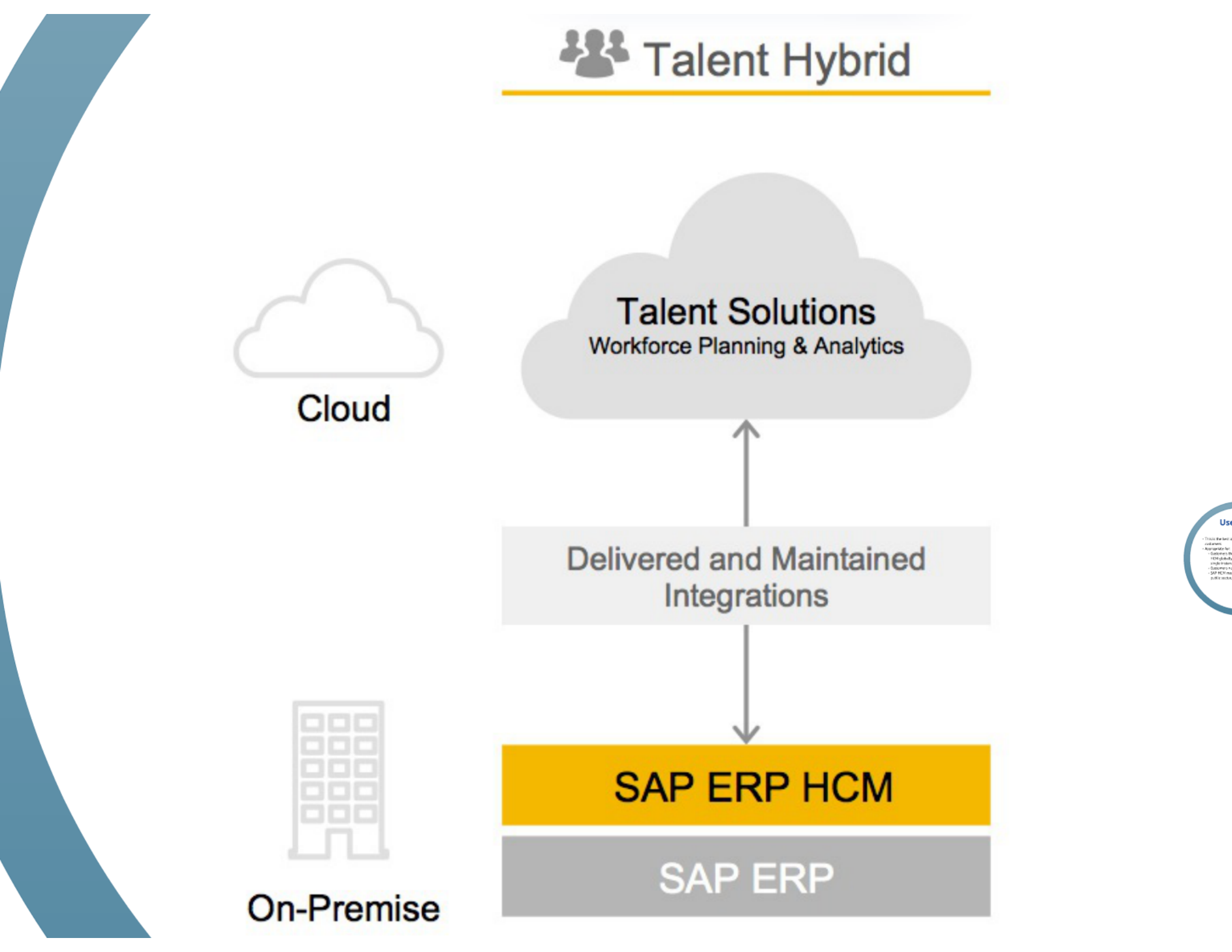


The Journey to the cloud

- Can be a disruptive, transformational process
- Some organizations want a "brand new day" for HR and a rip & replace is the right strategy
  - Full cloud is appropriate
  - Change management and communications will be critical to the success
- Most organizations want to get a return on existing investments and instead focus on where the pain is
  - SAP HCM on premise may not be loved, but it's probably working just fine
  - Side-by-side deployment of SAP HCM and Employee Central is often the best strategy for clients that have a partial deployment of SAP HCM
  - SBS = full-cloud + hybrid

Hybrid

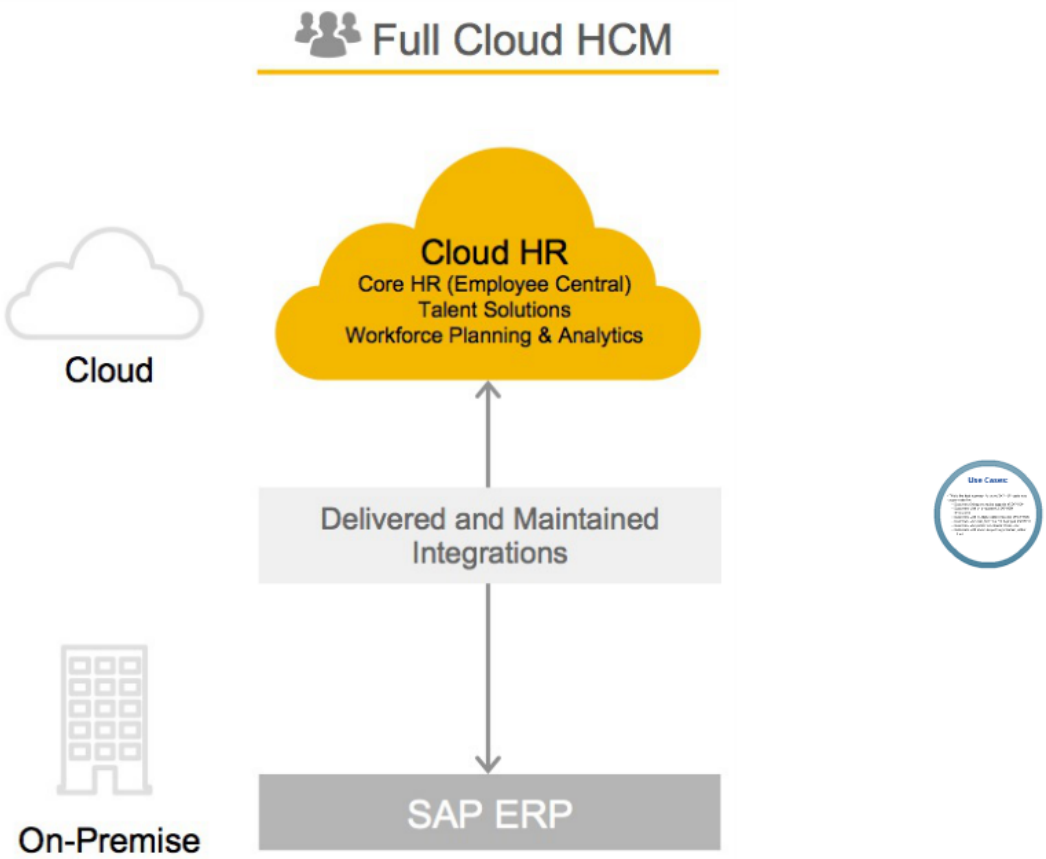

Talent Hybrid
Talent Solutions
Workforce Planning & Analytics
Cloud
Delivered and Maintained Integrations
SAP ERP HCM
SAP ERP
On-Premise

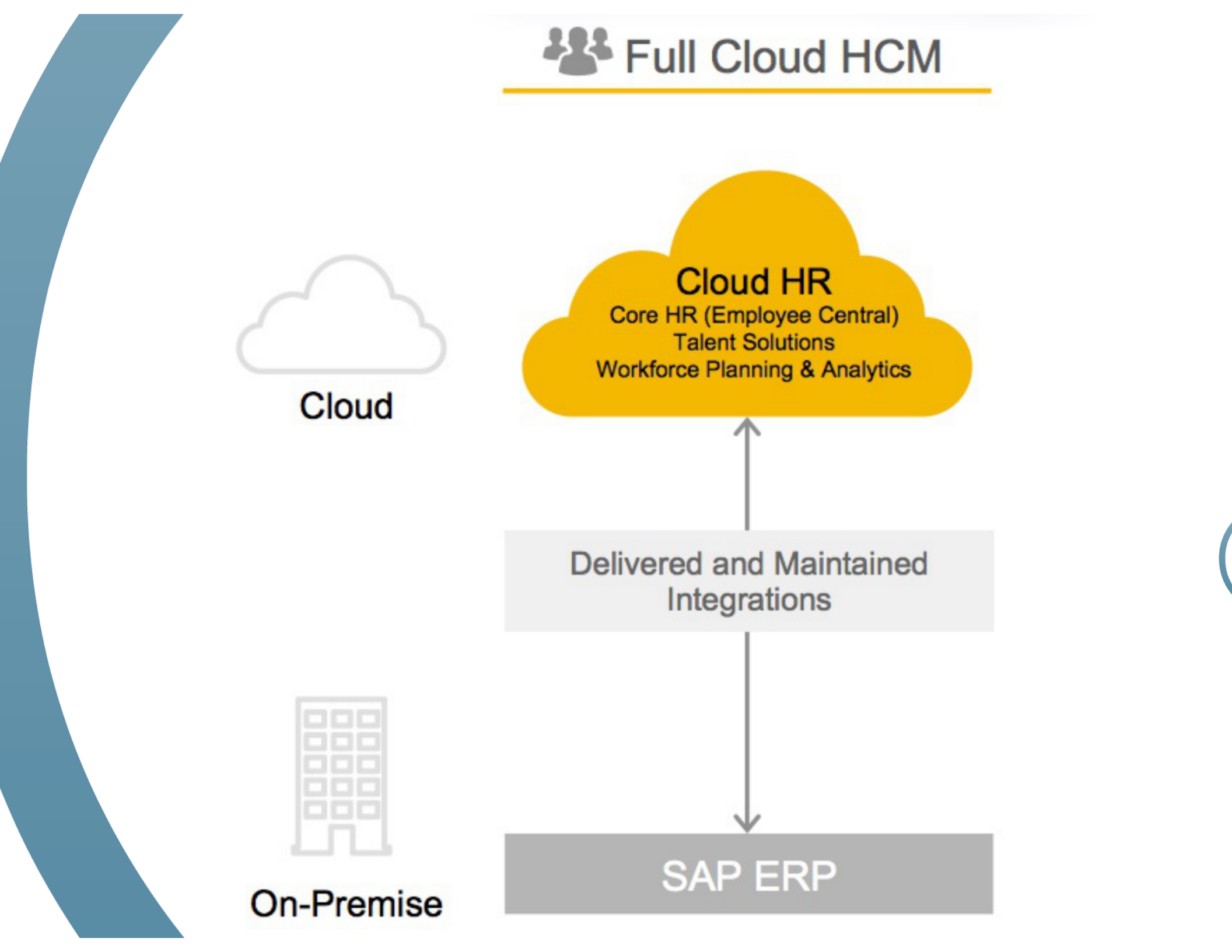

Talent Hybrid
Cloud
Talent Solutions
Workforce Planning & Analytics
Delivered and Maintained Integrations
SAP ERP HCM
SAP ERP
On-Premise

Use Cases:

- This is the best approach for some SAP HCM customers
- Appropriate for:
  - Customers that have fully deployed SAP HCM globally to all employees, ideally on a single instance
  - Customers not able to deploy cloud software
  - SAP HCM may be a better functional fit for public sector, healthcare and universities

Full Cloud

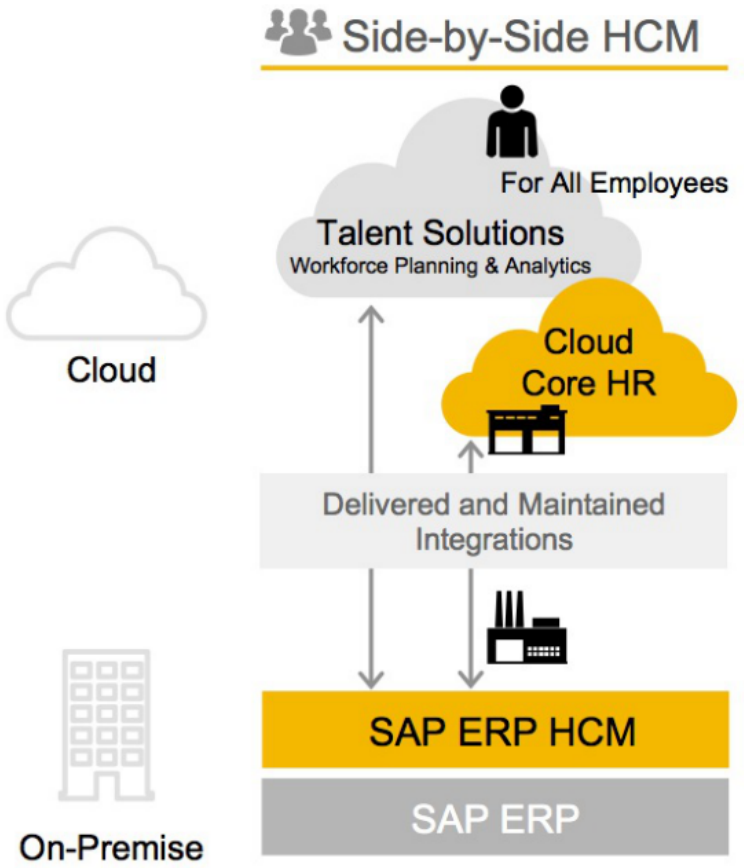

Full Cloud HCM
Cloud HR
Core HR (Employee Central)
Talent Solutions
Workforce Planning & Analytics
Cloud
Delivered and Maintained Integrations
SAP ERP
On-Premise

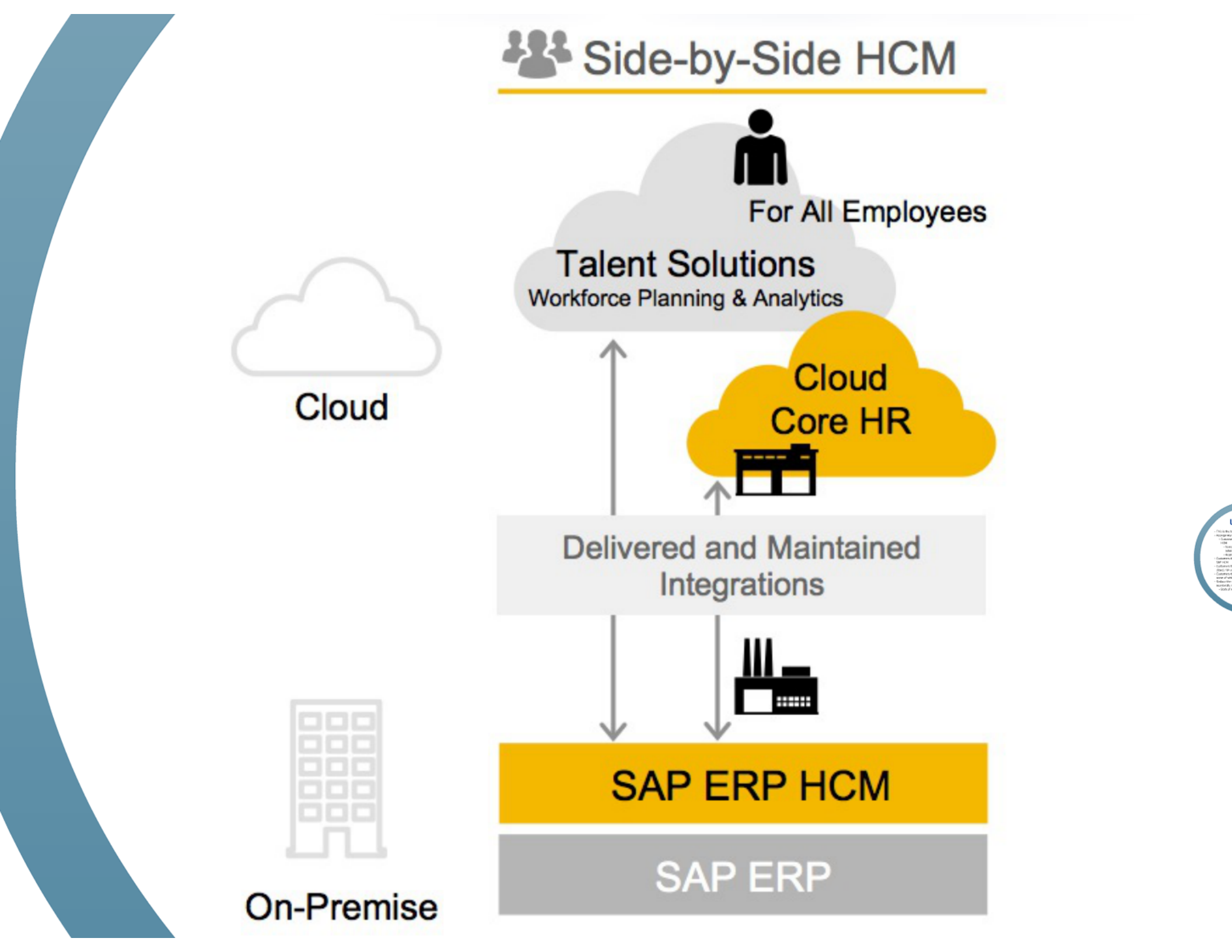

Full Cloud HCM
Cloud
Cloud HR
Core HR (Employee Central)
Talent Solutions
Workforce Planning & Analytics
Delivered and Maintained Integrations
On-Premise
SAP ERP

Use Cases:

- This is the best approach for some SAP HCM customers
- Appropriate for:
  - Customers facing a complex upgrade of SAP HCM
  - Customers with an unsuccessful SAP HCM deployment
  - Customers with multiple, older instances of SAP HCM
  - Customers who own, but have not deployed SAP HCM
  - Customers who prefer full-cloud architectures
  - Customers with a lean support organization, either HR or IT

Side-by-Side


Side-by-Side HCM
For All Employees
Talent Solutions
Workforce Planning & Analytics
Cloud
Cloud
Core HR
Delivered and Maintained
Integrations
SAP ERP HCM
SAP ERP
On-Premise


Side-by-Side HCM
For All Employees
Talent Solutions
Workforce Planning & Analytics
Cloud
Cloud
Core HR
Delivered and Maintained
Integrations
SAP ERP HCM
SAP ERP
On-Premise

Use Cases:

- This is the best approach for many SAP HCM customers
- Appropriate for:
  - Customers that have a partial deployment of SAP HCM
    - Some countries, some business units, some subsidiaries
    - Acquisitions, global expansion scenarios
- Customers that need to leverage existing investments in SAP HCM
- Customers that prefer a controlled migration to full-cloud, risk averse
- Customers that have multiple instances of SAP HCM, some of which require complex upgrades
- Reduce the number of HR platforms to two, which are seamlessly integrated
  - Both of which are SAP solutions

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  - SBS = full-cloud + hybrid

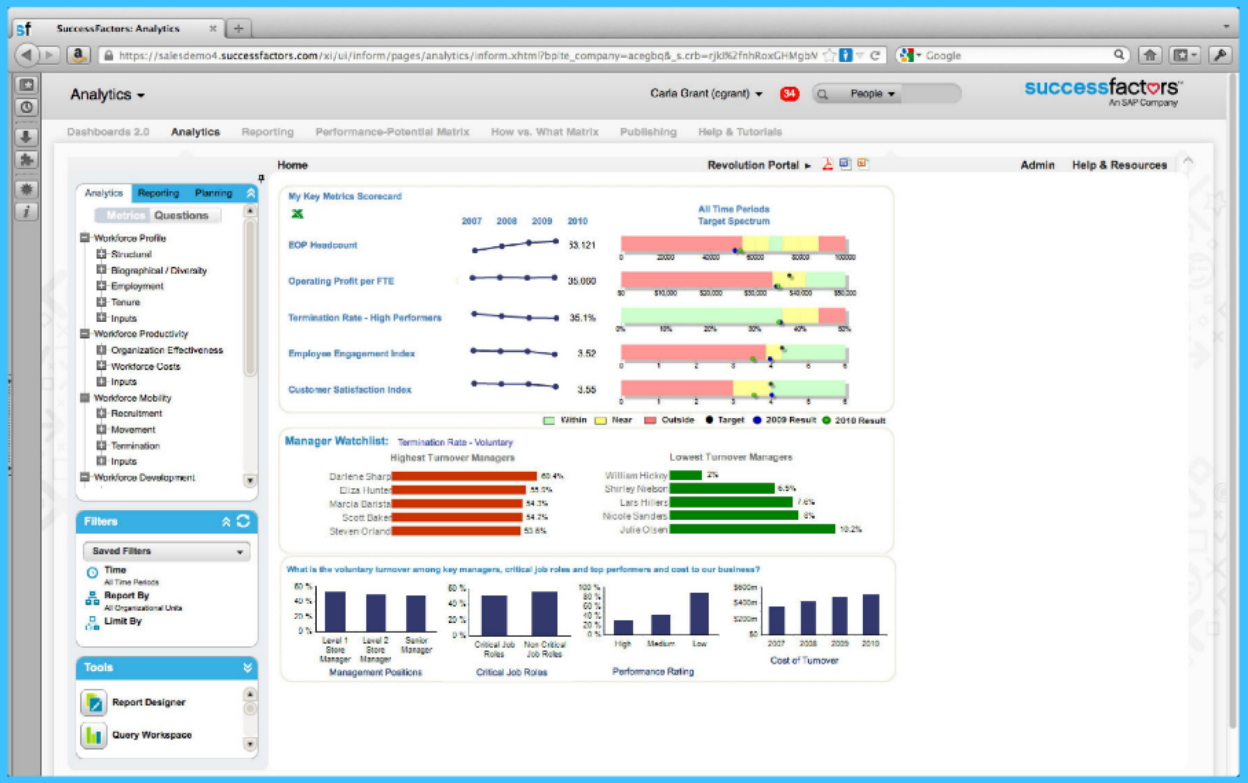
CORPORATE LEADERSHIP COUNCIL

CORPORATE EXECUTIVE BOARD™
CLC Human Resources

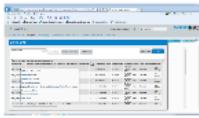
Empower HR Executives

Internal Benchmarks

- WFA provides visibility and transparency across the organization
- Easily compare metrics across quarters, years, business units, managers, job functions, countries, etc.



Drill to Detail



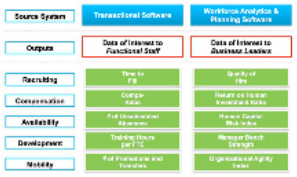
External Benchmarks

Standard Reports

More Than a Data Warehouse

The Problem with HR Reports

Beyond Transactional



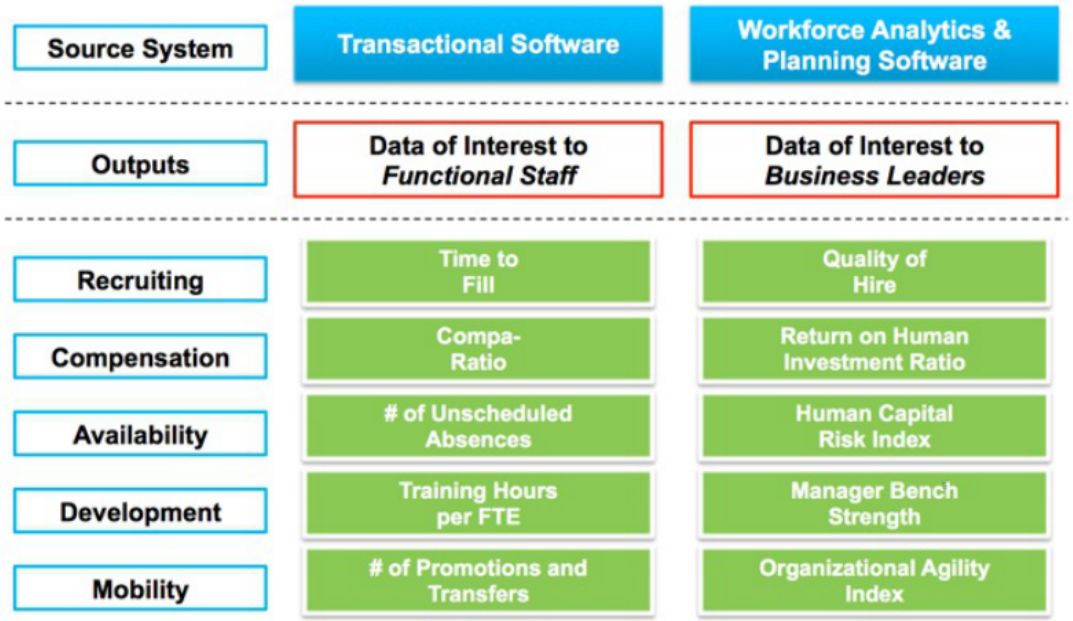
Data Quality

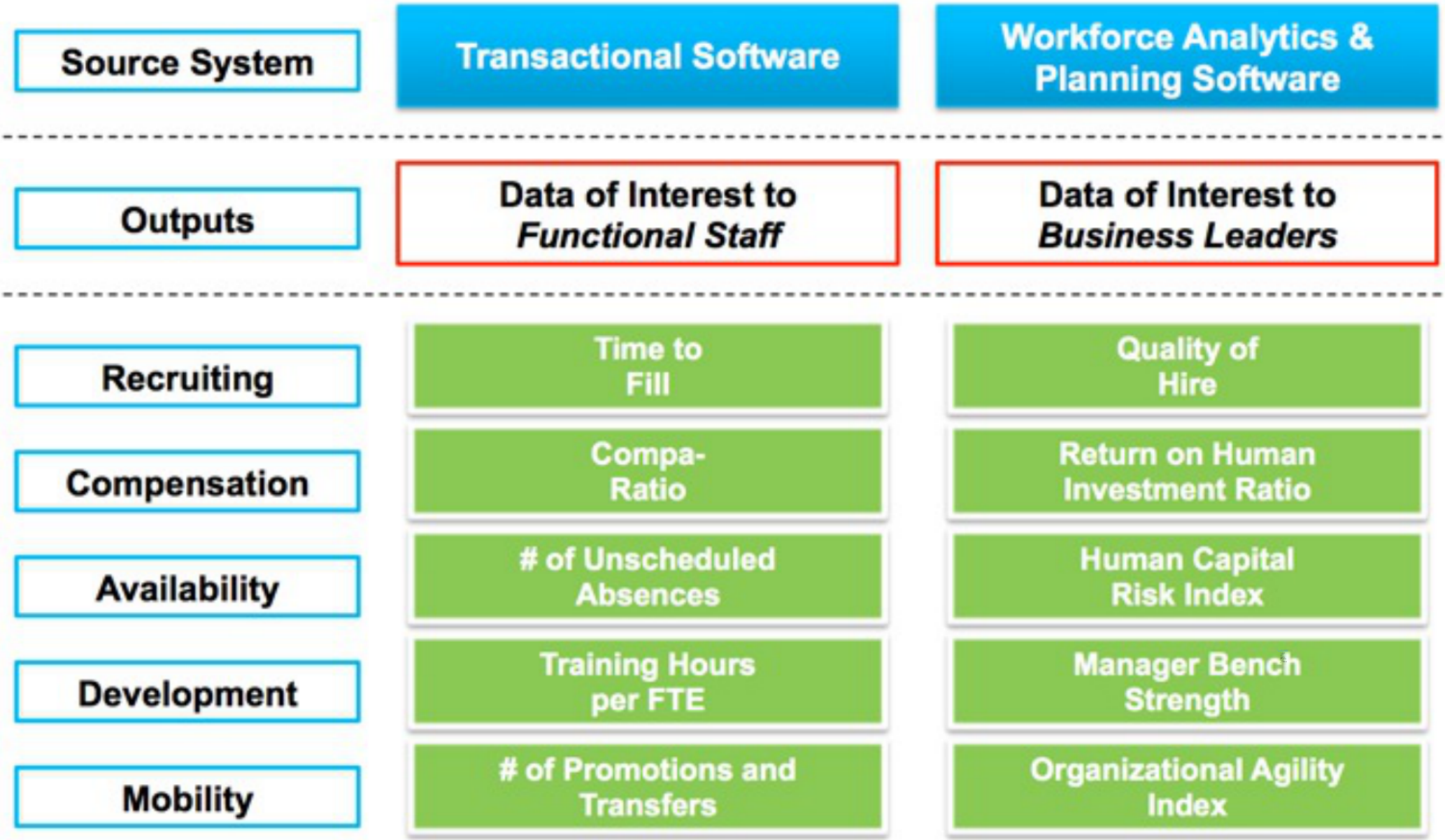
- How complete and accurate is your employee data?
- Do you need to compile spreadsheets from around the world to create reports?
- How frequently do your employees view and update their profiles
- Get eyeballs on the data
- Drill down to the employee record

Turnover is Down, That's Good, Right?

- Too many organizations place too much faith in aggregate numbers
- To be fair, sometimes it's quite difficult to gather anything BUT aggregate numbers
- Voluntary termination is a metric that is often measured and tracked
- If an organization has a voluntary turnover rate that has decreased a full percentage point every year for the last four years, is that a good thing?

Beyond Transactional




Source System
Transactional Software
Workforce Analytics & Planning Software
Outputs
Data of Interest to *Functional Staff*
Data of Interest to *Business Leaders*
Recruiting
Time to Fill
Quality of Hire
Compensation
Compa-Ratio
Return on Human Investment Ratio
Availability
# of Unscheduled Absences
Human Capital Risk Index
Development
Training Hours per FTE
Manager Bench Strength
Mobility
# of Promotions and Transfers
Organizational Agility Index

Data Quality

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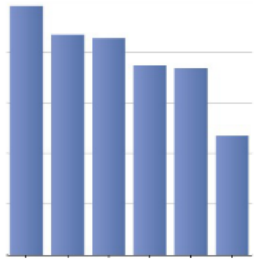


Turnover is Decreasing, Now What?

Empower HR Executives

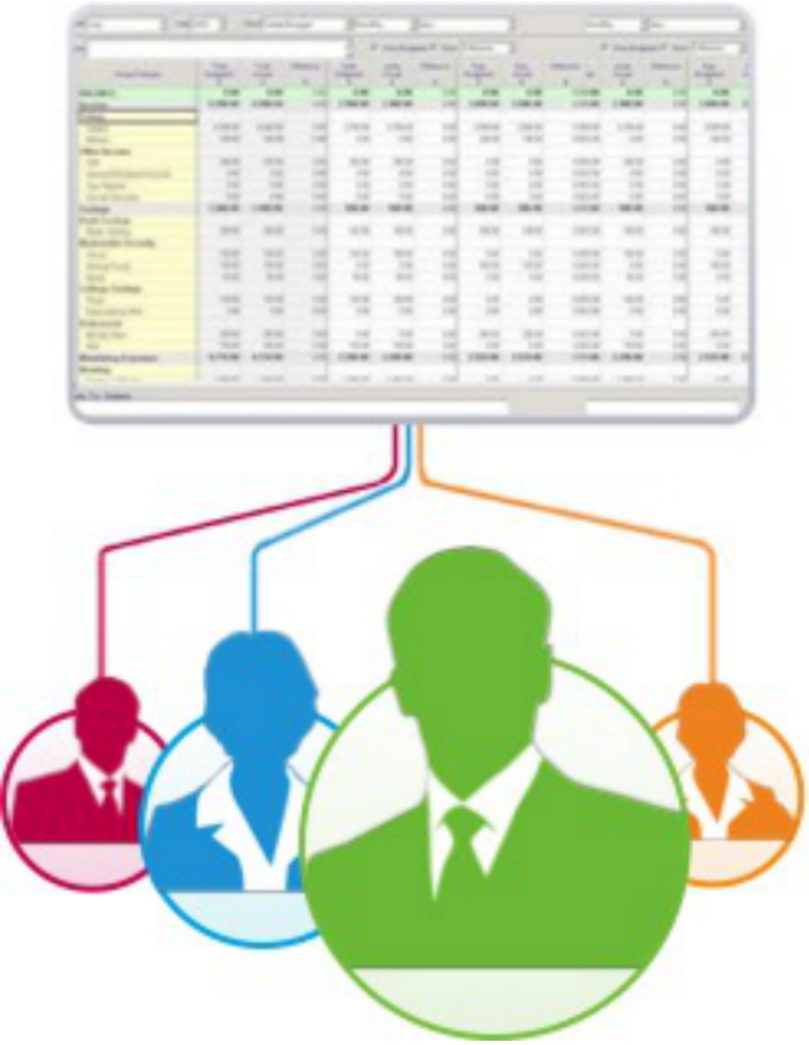
CFOS, CIOS AND SALES EXECS

have credibility with CEOs because their views and decisions are based on data.

NEW HR LEADERS

win executive authority with credible data, business cases, and ROI forecasts.

HR Executives



CFOS, CIOS AND SALES EXECS

have credibility with CEOs because their views and decisions are based on data.

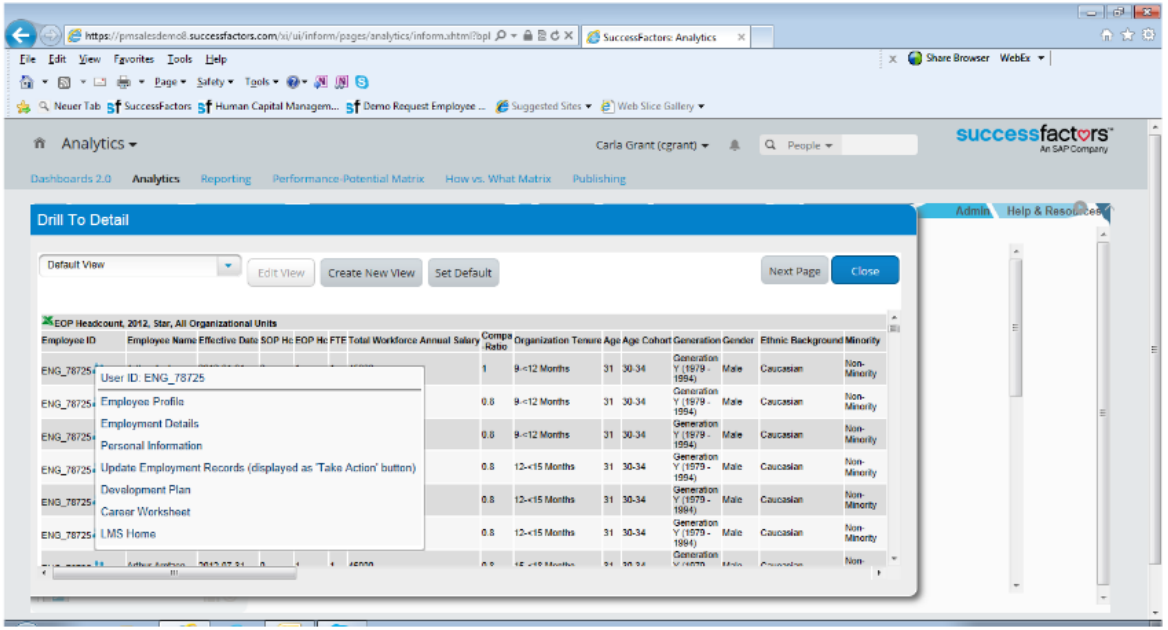
NEW HR LEADERS

win executive authority with credible data, business cases, and ROI forecasts.

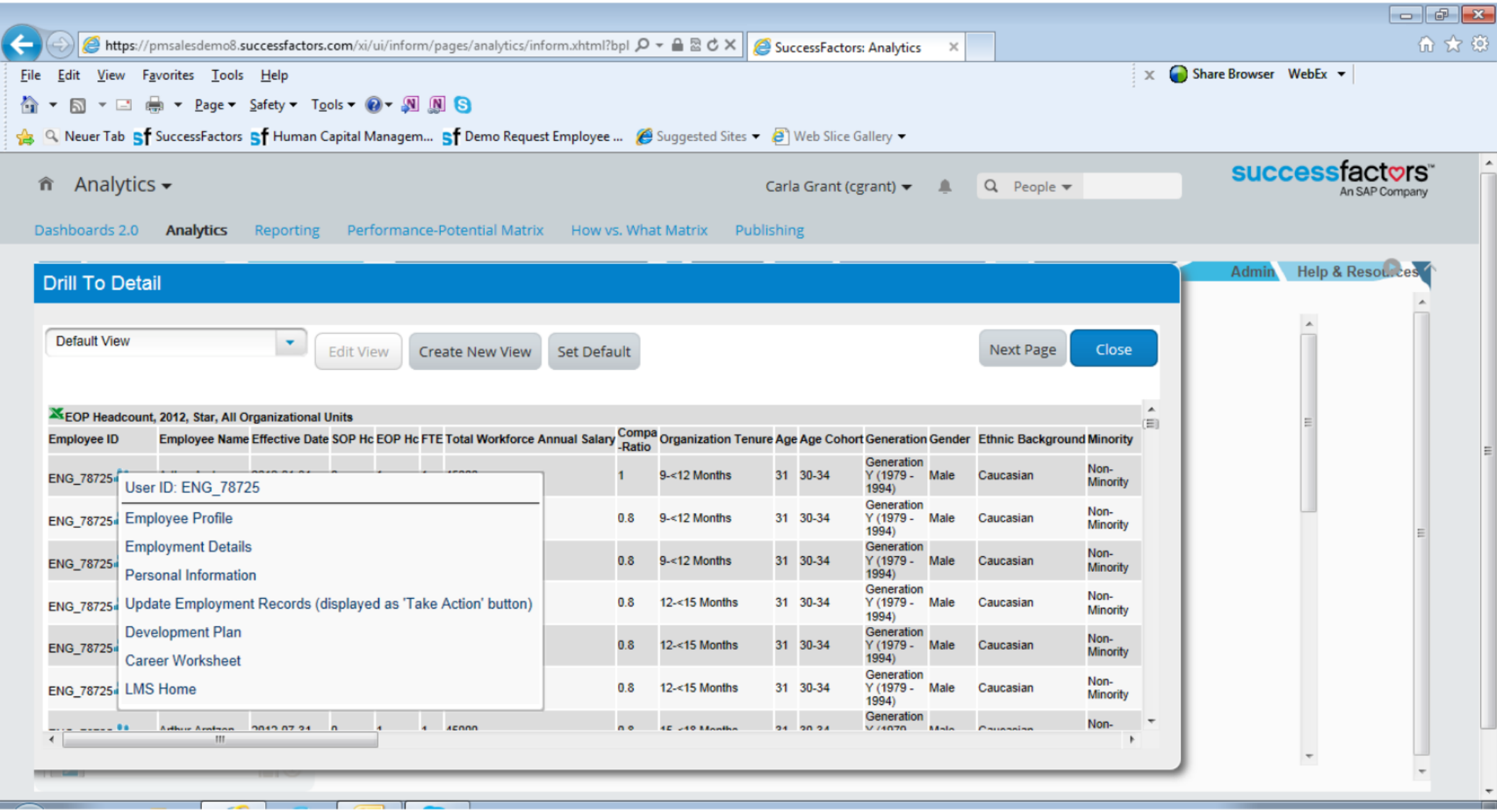
Internal Benchmarks

- WFA provides visibility and transparency across the organization
- Easily compare metrics across quarters, years, business units, managers, job functions, countries, etc.

Drill to Detail



Detail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SuccessFactors: Analytics
File Edit View Favorites Tools Help
Share Browser WebEx
Page Safety Tools
Neuer Tab SuccessFactors Human Capital Managem... Demo Request Employee ... Suggested Sites Web Slice Gallery
Analytics
Carla Grant (cgrant)
People
successfactors
An SAP Company
Dashboards 2.0 Analytics Reporting Performance-Potential Matrix How vs. What Matrix Publishing
Admin Help & Resources
Drill To Detail
Default View
Edit View
Create New View
Set Default
Next Page
Close
EOP Headcount, 2012, Star, All Organizational Units
Employee ID
Employee Name
Effective Date
SOP Hc
EOP Hc
FTE
Total Workforce Annual Salary
Compa-Ratio
Organization Tenure
Age
Age Cohort
Generation
Gender
Ethnic Background
Minority
ENG_78725
User ID: ENG_78725
Employee Profile
Employment Details
Personal Information
Update Employment Records (displayed as 'Take Action' button)
Development Plan
Career Worksheet
LMS Home
1 9-<12 Months 31 30-34 Generation Y (1979 - 1994) Male Caucasian Non-Minority
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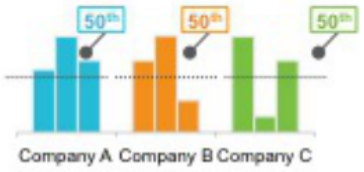
0.8 12-<15 Months 31 30-34 Generation Y (1979 - 1994) Male Caucasian Non-Minority

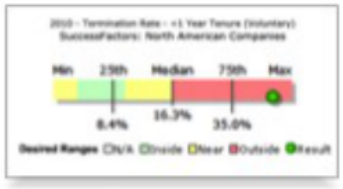
External Benchmarks

BENCHMARK AGAINST

External:
- Industry
- Region
- Size

Internal:
- Targets
- Divisions
- High performers
- Job family, etc.

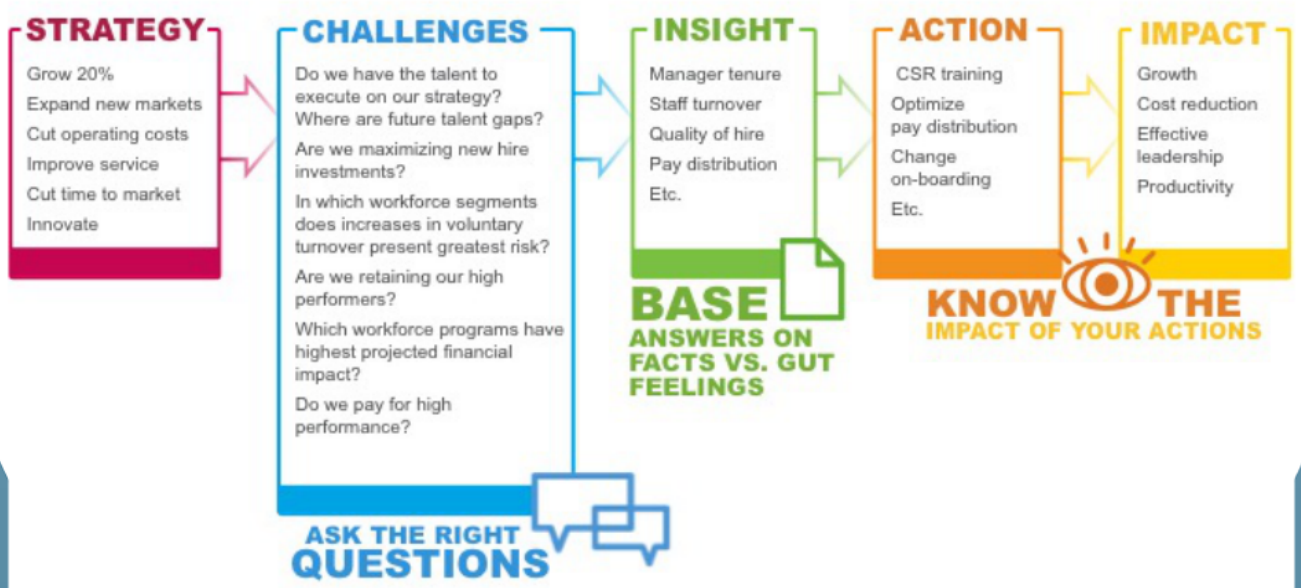




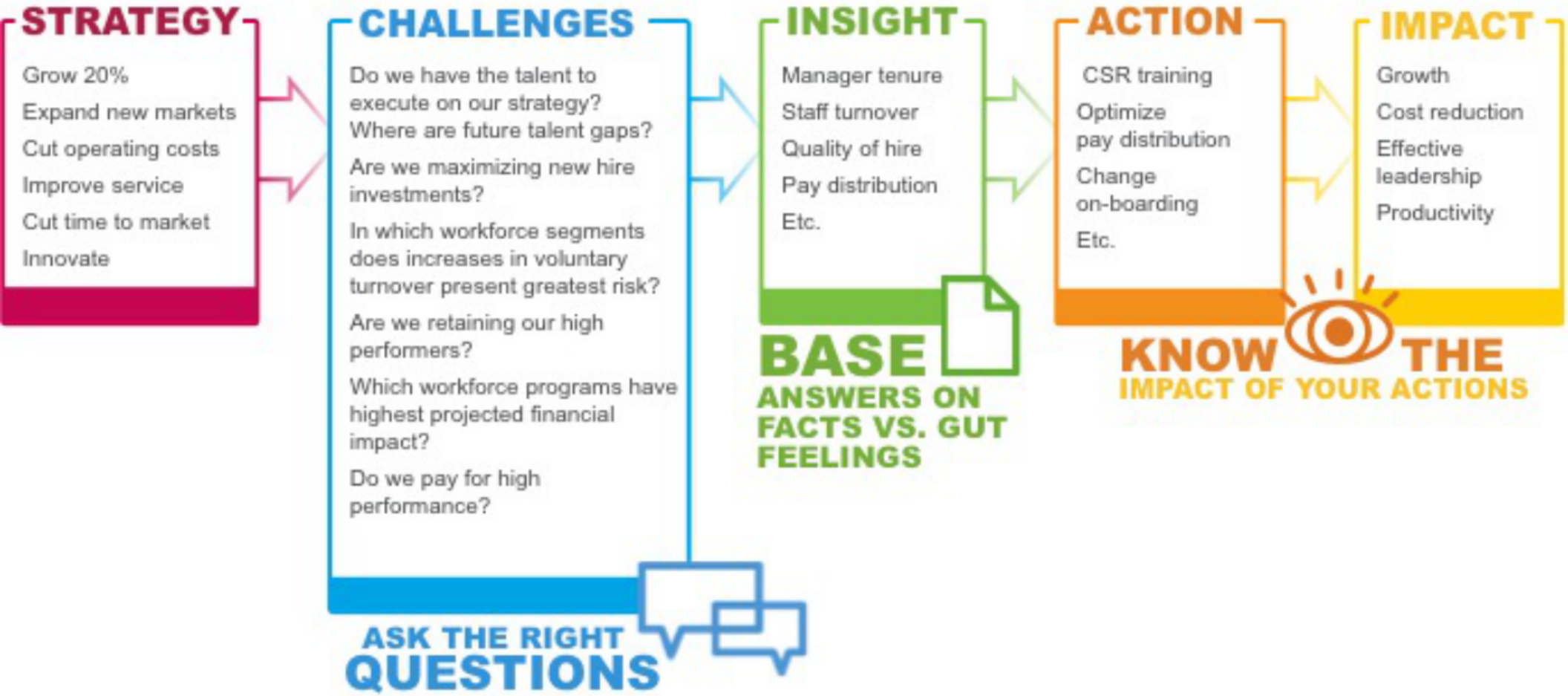
More Than a Data Warehouse

Data Warehouse

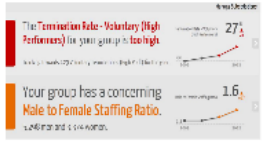
Link HR to Business Strategy

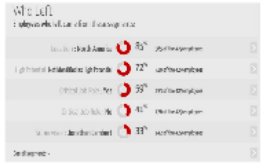


Business Strategy



Analytics for Everyone





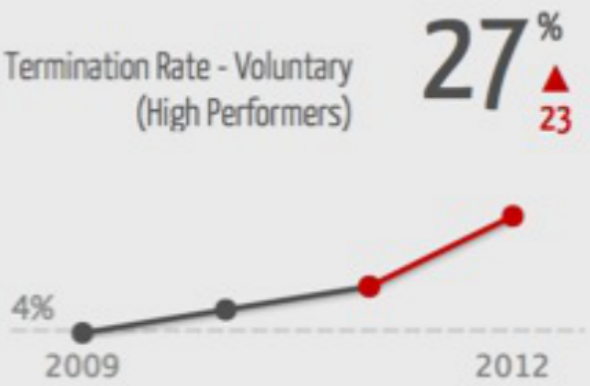
Analytics Headline

The **Termination Rate - Voluntary (High Performers)** for your group is **too high**.

Manage Subscriptions

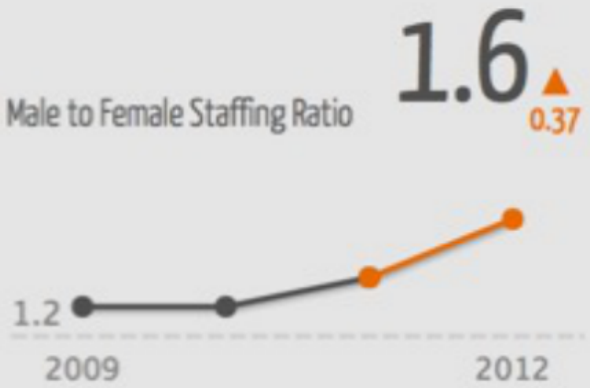
The Termination Rate - Voluntary (High Performers) for your group is too high.

Tracking towards 429 Voluntary Terminations (High Perf.) for the year.



Your group has a concerning Male to Female Staffing Ratio.

5,298 men and 3,374 women.



Manage Subscription

The **Termination Rate - Voluntary (High Performers)** for your group is **too high.**

Tracking towards 429 Voluntary Terminations (High Perf.) for the year.

Areas of Concern

Segments with the highest **Termination Rate - Voluntary (High Performers)** include:

Grade/Band : 3	200% ▲ 196
Grade/Band : 5	80% ▲ 76
Supervisor : Eliza Hunter	53% ▲ 49
Organization Tenure : <1 Year	48% ▲ 44
Supervisor : Jonathan Lambert	47% ▲ 43

Who Left

Employees who left came from these segments:

Location : **North America**	85%	365 of the 429 employees
High Potential : **Not Identified as High Potential**	72%	310 of the 429 employees
Critical Job Role : **Yes**	59%	253 of the 429 employees
Critical Job Role : **No**	41%	176 of the 429 employees
Supervisor : **Jonathan Lambert**	33%	142 of the 429 employees

See all segments >

Who else is at risk?

Based on the profile of the **429 employees that left**

94 Employees are **at risk of leaving**

How can this be addressed?

Strategy Bank items related to **Termination Rate - Voluntary (High Performers)**:

Offer your highest performers opportunities to broaden their experience by temporarily transferring to other departments and/or working on special projects.

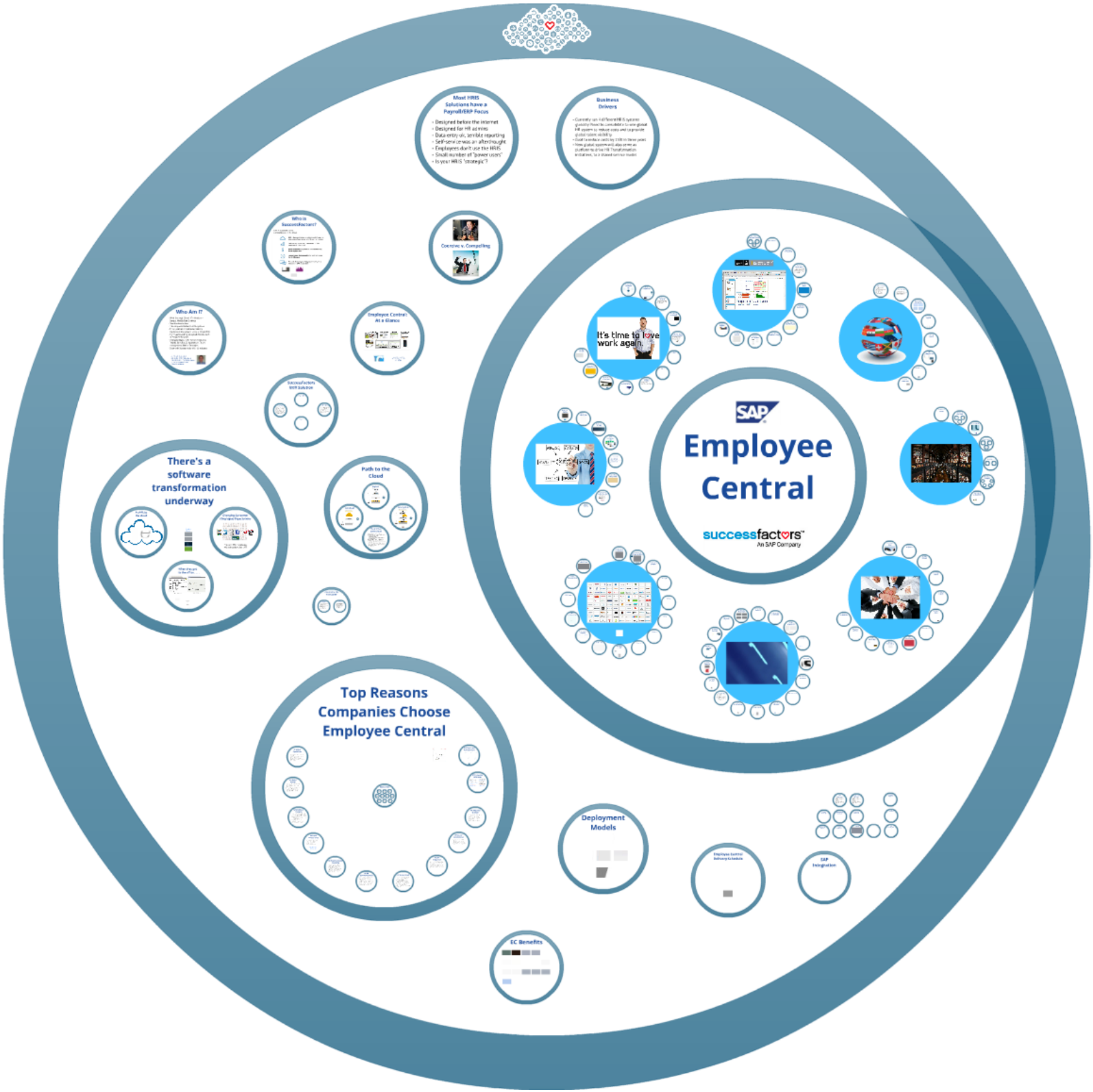
Offer development opportunities to your top performing employees such as leadership development training, formal mentorship, or higher education support.

Employees at Risk of Leaving

based on the 66 Employees that have left your group

Employee, Type, Tenure, Location, Perfor... by Employee filter High-Potential, Andrew...

	Employee	Type	Tenure	Location	Performance
	Twila Illingworth		5 - <10	Paris	● ● ●
	Hector Steakley		5 - <10	Paris	● ●
	Shaunte Swearngin		5 - <10	Brisbane	● ●
	Luba Arledge		5 - <10	Paris	● ● ●
	Joe Coltharp		3 - <5	NY	● ●
	Damian Strobl		3 - <5	Brisbane	● ● ●
	Young Clancy		3 - <5	Brisbane	● ● ●


Most HRIS Solutions have a Payroll/ERP Focus
Business Drivers
Who is SuccessReactant?
Coercive vs. Compelling
Who Am I?
Employee Central At a Glance
SuccessFactors HXM Suite Now
There's a software transformation underway
Path to the Cloud
It's time to love work again.
SAP
Employee Central
successfactors
An SAP Company
Top Reasons Companies Choose Employee Central
Deployment Models
EC Benefits