



Most HRIS Solutions have a Payroll/ERP Focus

- Designed for HR access
- Data entry vs. service reporting
- Employees don't use the HRIS
- Small number of "power users"
- Is your HRIS "legacy"?

Business Drivers

- Customized HRIS/HRIS support
- Quality of service/HRIS to user group
- HR support to reduce costs and improve
- Global HRIS ability
- HRIS to reduce costs by 10% to 20% per year
- How global operations also serve as
- platform for HRIS transformation
- initiatives, to a shared HRIS model

Who is SuccessFactors?

SuccessFactors is a leading provider of cloud-based HR solutions, including Employee Central, Learning Management System (LMS), and Performance Management. It is a part of the SAP ecosystem.

Contract vs. Consulting

SuccessFactors offers both contract-based and consulting services to help clients implement and optimize their HR systems.

Who Am I?

SuccessFactors provides a comprehensive suite of HR solutions, including Employee Central, Learning Management System (LMS), and Performance Management. It is a part of the SAP ecosystem.

Employee Central: At a Glance

Employee Central is the core HR system in the SAP SuccessFactors suite, providing a unified view of employee data and enabling various HR processes.

SuccessFactors HR Suite

The SuccessFactors HR Suite includes Employee Central, Learning Management System (LMS), and Performance Management, providing a comprehensive HR solution.

There's a software transformation underway

Companies are undergoing a software transformation, moving from legacy HR systems to modern, cloud-based solutions like SuccessFactors Employee Central.

Path to the Cloud

SuccessFactors provides a clear path to the cloud, offering various deployment models and integration options to help companies migrate their HR systems.

Top Reasons Companies Choose Employee Central

- Scalability
- Flexibility
- Integration
- Security
- Performance
- User Experience
- Global Support
- Compliance
- Analytics
- Customization
- Support
- Training
- Implementation
- Migration
- Data Migration
- Integration with SAP
- Integration with other SAP systems
- Integration with third-party systems
- Integration with mobile devices
- Integration with social media
- Integration with external data sources
- Integration with external services
- Integration with external partners
- Integration with external vendors
- Integration with external suppliers
- Integration with external customers
- Integration with external stakeholders
- Integration with external partners and suppliers
- Integration with external customers and stakeholders
- Integration with external partners, suppliers, and customers
- Integration with external partners, suppliers, customers, and stakeholders

SAP Employee Central

successfactors[®]
An SAP Company

It's time to love work again.

SuccessFactors Employee Central helps companies create a more engaging and productive work environment.

People, People, People

SuccessFactors Employee Central is designed to help companies attract, develop, and retain top talent.

HR Analytics

SuccessFactors Employee Central provides powerful HR analytics to help companies make data-driven decisions.

Mobile

SuccessFactors Employee Central is available on mobile devices, allowing employees to access HR services anytime, anywhere.

Global

SuccessFactors Employee Central is a global HR solution, supporting multiple languages and currencies.

Integration

SuccessFactors Employee Central integrates seamlessly with other SAP systems and third-party applications.

Support

SuccessFactors Employee Central offers comprehensive support and training to help companies get the most out of their investment.

Deployment Models

SuccessFactors Employee Central offers various deployment models, including on-premise, cloud, and hybrid.

Integration Services

SuccessFactors Employee Central offers integration services to help companies connect their HR systems with other SAP systems and third-party applications.

SAP Integration

SuccessFactors Employee Central is fully integrated with SAP systems, providing a seamless HR experience.

TC Benefits

SuccessFactors Employee Central offers Total Cost of Ownership (TCO) benefits, including reduced costs and improved efficiency.



Business Drivers

- Consolidate all HR processes in one place
- Reduce costs by automating HR processes
- Increase employee productivity
- Improve employee experience
- Increase HR data visibility
- Increase HR data accuracy
- Increase HR data security
- Increase HR data availability
- Increase HR data integration
- Increase HR data interoperability
- Increase HR data portability
- Increase HR data scalability
- Increase HR data flexibility
- Increase HR data reliability
- Increase HR data integrity
- Increase HR data confidentiality
- Increase HR data privacy
- Increase HR data compliance
- Increase HR data governance
- Increase HR data stewardship
- Increase HR data ownership
- Increase HR data accountability
- Increase HR data transparency
- Increase HR data trustworthiness
- Increase HR data credibility
- Increase HR data reputation
- Increase HR data brand equity
- Increase HR data customer loyalty
- Increase HR data customer retention
- Increase HR data customer acquisition
- Increase HR data customer engagement
- Increase HR data customer satisfaction
- Increase HR data customer loyalty
- Increase HR data customer retention
- Increase HR data customer acquisition
- Increase HR data customer engagement
- Increase HR data customer satisfaction

Most HRIS Solutions have a Payroll/ERP Focus

- Designed for HR at large
- Data entry vs. service reporting
- Employee self-service HRIS
- Small number of "power users"
- Is your HRIS "strategic"?

Who is SuccessFactors?

SuccessFactors is a leading provider of cloud-based HR solutions, including Employee Central, Learning Management System (LMS), and Performance Management. SuccessFactors is a SAP company.

Contract vs. Consulting

SuccessFactors offers both contract and consulting services. Contract services are typically used for smaller organizations, while consulting services are used for larger organizations.

Who Am I?

SuccessFactors offers a variety of HR solutions, including Employee Central, Learning Management System (LMS), and Performance Management. SuccessFactors is a SAP company.

Employee Central: At a Glance

Employee Central is the core HR system in SuccessFactors, providing a single source of truth for employee data. It includes core HR, time management, and payroll integration.

Integration: HR Suite

SuccessFactors offers a variety of HR solutions, including Employee Central, Learning Management System (LMS), and Performance Management. SuccessFactors is a SAP company.

There's a software transformation underway

SuccessFactors is a leading provider of cloud-based HR solutions, including Employee Central, Learning Management System (LMS), and Performance Management. SuccessFactors is a SAP company.

Path to the Cloud

SuccessFactors offers a variety of HR solutions, including Employee Central, Learning Management System (LMS), and Performance Management. SuccessFactors is a SAP company.

Top Reasons Companies Choose Employee Central

- Single source of truth for employee data
- Real-time data updates
- Scalable architecture
- Cloud-based deployment
- Integration with other SAP systems
- Self-service capabilities
- Mobile access
- Data security and compliance
- Cost-effective solution
- Easy to implement
- High ROI
- Improved employee experience
- Increased HR data visibility
- Increased HR data accuracy
- Increased HR data security
- Increased HR data availability
- Increased HR data integration
- Increased HR data interoperability
- Increased HR data portability
- Increased HR data flexibility
- Increased HR data reliability
- Increased HR data integrity
- Increased HR data confidentiality
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SAP Employee Central

successfactors[®]
An SAP Company

Deployment Models

SuccessFactors offers a variety of HR solutions, including Employee Central, Learning Management System (LMS), and Performance Management. SuccessFactors is a SAP company.

Integration Benefits

SuccessFactors offers a variety of HR solutions, including Employee Central, Learning Management System (LMS), and Performance Management. SuccessFactors is a SAP company.

SAP Integration

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EC Benefits

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Leveraging the Best of the Best
Deliver a future-proof HCM roadmap



#1 Enterprise
Applications

successfact^ors™
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

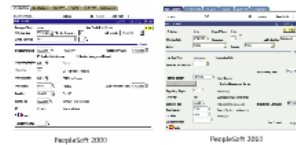


Changing Consumer (Employee) Expectations



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

When they get to the office . . .



A shift to the cloud

On-Demand



Multi-Tenant Software as a Service

eBay

amazon.com

YAHOO!

salesforce.com

SuccessFactors
People Performance

Ease and Convenience of the cloud.



- No Upfronts
- Pay as you go
- Scalable
- Flexible
- Easy to Use
- Strategic, Not Ad Hoc
- Automated, Not Manual
- Fast Implementation

oclc

The solution is 40% reduction in cost over 3 years for many of our critical applications. Based on the fact that the only customer solution we had to place."

—Tim Schwab
Director of Information Applications

the cloud

On-Demand



Multi-Tenant
Software as a Service



amazon.com.



salesforce.com
SuccessFactors On Demand



SuccessFactors
People Performance

Ease and
Convenience

of the cloud.



- No Hardware
- Oper vs. Capex
- Time to Value
- Scalable
- Secure
- Easy to Use
- Strategic Focus
- Automatic Upgrades
- Fast Implementation

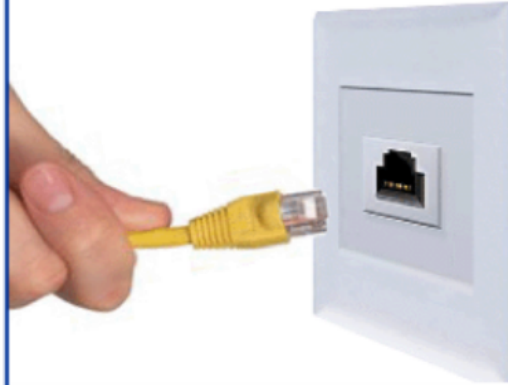


"We calculated a 40% reduction in cost over 3 years by moving to SuccessFactors SaaS solution from the highly customized solution we had in place."

—Tim Schwab

Director of Enterprise Application Division

On-Demand



Multi-Tenant
Software as a Service



"We calculated
by moving to
the highly cu

Direct

Ease and Convenience of the **cloud.**



"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

Changing Consumer (Employee) Expectations



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

When they get to the office

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

Moore, Catherine J Employee ID: KC0005 Empl Rcd #: 0

Work Location: View All First 1 of 4 Last

Employee Status: Active Date Created: 04/27/2000

Effective Date: 03/22/1995 Effective Sequence: 0 Job Indicator: Primary Job

Action / Reason: Hire

Position Number: 19000088 Payroll Clerk Position Entry Date: 03/22/1995

Position Data Override Position Management Record

Regulatory Region: CAN Canada

Company: Global Business Institute

Business Unit: CAN01 Off BU for Canada

Department: KC005 Finance Department Entry Date: 03/22/1995

Location: KC0008 Cdn HQ

Reports To: 19000063 Manager Payroll Services

ID: KC0005 Job Title: Pieme

France

Establishment ID:

PeopleSoft 2000

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

Jan Aafjes EMP ID: KN0004 Empl Rcd #: 0

Work Location: View All First 1 of 1 Last

HR Status: Active Payroll Status: Active Go To Row

Effective Date: 07/04/2006 Sequence: 0 Job Indicator: Primary Job

Action: Retire Reason: Retire

Last Start Date: 07/04/2006 Termination Date:

Expected Job End Date:

Position Number: 19220095 Sales Manager Position Entry Date: 09/20/1995

Position Data Override Position Management Record

Regulatory Region: NLD Netherlands

Company: KN1 Business Institute Netherlands

Business Unit: NLD01 Netherlands Business Unit Department Entry Date: 06/20/1995

Department: 21600 Sales & Services - Netherlands

Location: KN01 Amsterdam

Establishment ID:

Spain

Date Created: 09/25/2006

PeopleSoft 2010



We require the product for your team. Let us help you get started. No additional charge.



When they get to the office

Work Location Job Information Job Labor Payroll Salary Plan Compensation

Moore, Catherine J Employee ID: KC0005 Empl Rcd #: 0

Work Location View All First 1 of 1 Last

Employee Status: Active Date Created: 04/27/2000
*Effective Date: 03/22/1985 Effective Sequence: 0 *Job Indicator: Primary Job
Action / Reason: Hire

Current

Position Number: 19000088 Payroll Clerk Position Entry Date: 03/22/1985
 Position Data Override Position Management Record

*Regulatory Region: CAN Canada
*Company: GBI Global Business Institute
*Business Unit: CAN01 GBI BU for Canada
*Department: KC005 Finance Department Entry Date: 03/22/1985
Location: KCON00 Cdn HQ
Reports To: 19000603 Manager Payroll Services
ID: KC0006 Jubinville, Pierre
France

Establishment ID:

PeopleSoft 2000

Work Location Job Information Job Labor Payroll Salary Plan Compensation

Jan Aafjes EMP ID: KN0004 Empl Rcd #: 0

Work Location Find First 1 of 1 Last

HR Status: Active Payroll Status: Active
*Effective Date: 07/04/2006 Sequence: 0 *Job Indicator: Primary Job
*Action: Rehire Reason: Rehire

Current

Last Start Date: 07/04/2006 Termination Date:
Expected Job End Date:
Position Number: 19220005 Sales Manager Position Entry Date: 06/20/1995
Use Position Data Position Management Record

*Regulatory Region: NLD Netherlands
Company: KN1 Business Institute Netherlands
*Business Unit: NLD01 Netherlands Business Unit Department Entry Date: 06/20/1995
*Department: 21600 Sales & Services - Netherlands
Location: KN01 Amsterdam
Establishment ID:
Date Created: 08/25/2006
Spain

PeopleSoft 2010

Back

What Looks Good?

Bag ²



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

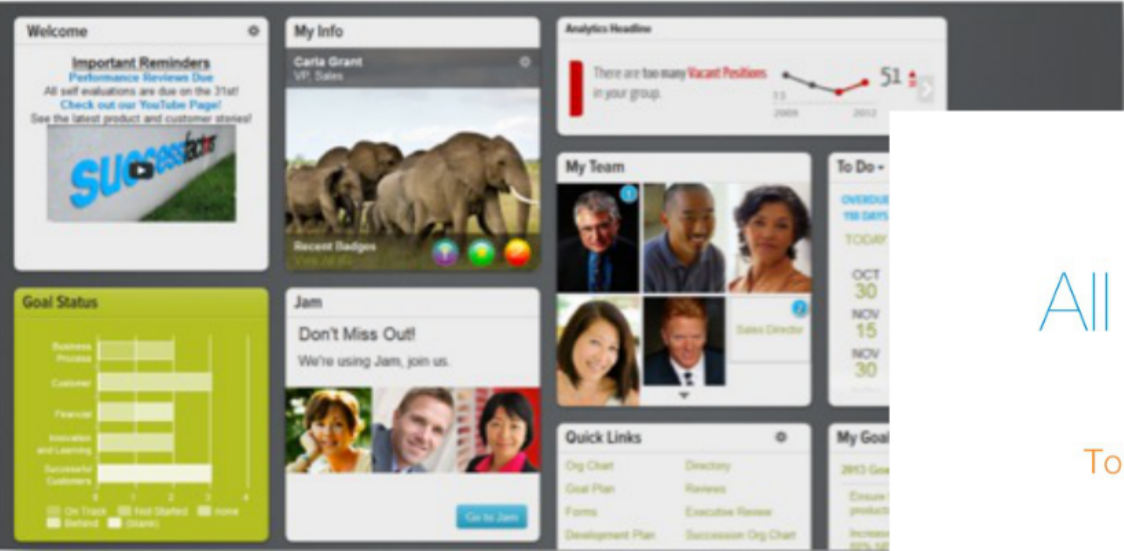
1/2x Carnitas
\$6.25

Veggie
\$5.85

Extra Meat
\$2.15

Clear Selection

Continue



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

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

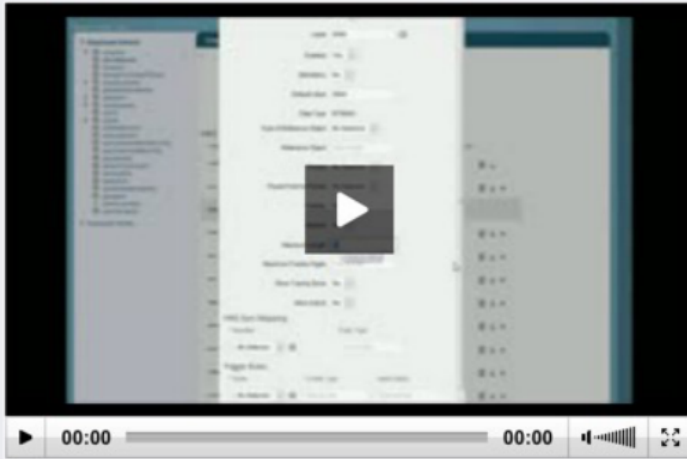
[Learn More](#)

Enhancement to Gender Values – Inclusion of Additional Gender Values

[Learn More](#)

Back to: Admin Tools / Upgrade Centre

Legal Change: Introduction of SEPA



i 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](#)



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.](#)

Upgrade Now

Personalized Home Page



Time Off Management



Global Benefits



Compliance, Reporting



Employee Profile, Talent Processes

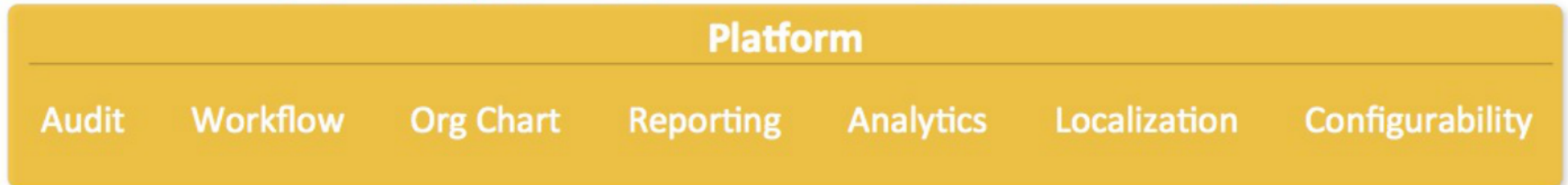
Position Management

Employee Master Data, HR Processes



Built for Mobile

HR Dashboard Profile Data Employee Self-Service Manager Self-Service Recruitment/Onboarding Compensation	Time Off Management Time Off Request Time Off Approval Time Off Reporting Time Off Administration	Global Benefits Global Benefits Administration Global Benefits Reporting Global Benefits Administration	Reporting/Compliance Reporting/Compliance Administration Reporting/Compliance Reporting Reporting/Compliance Administration	Tools Reporting/Compliance Administration Reporting/Compliance Reporting Reporting/Compliance Administration
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Employee Central Service Center
Workforce Analytics & Benchmarking
On-Boarding
HR Communications

It's time to love work again.

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.



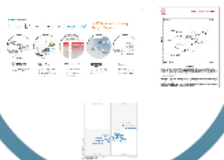
SuccessFactors OnBoarding



Employee Central Helpdesk



Analyst Reviews



Implement Your Priorities

The SuccessFactors Solution



You can start with any pillar



Foundation of RizY Suite

Reports &

Designed for Employees





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



Badges



Amazing

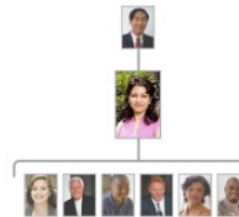
Carla did a fantastic Job at the annual conference. On a difficult environment, she can stay calm and drive her project smoothly. I think of her like an experience captain when the storm is approaching. Well done.

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



Carla Grant

Public Profile

VP, Sales, Sales (SALES), Industries (IND)
San Mateo (US_SFO)

Local time: Wednesday, 02:00:06 PM

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[Edit Profile](#)



Badges



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Org Chart

Full size





Carla Grant

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. I've been to different parts of the world where we saw this herd of elephants. What an amazing sight. Here's a list.

[Edit Profile](#)

Public Profile

Your profile is 90%

Employee Records

- Public Profile
- Personal Information
- Employment Information
- 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



Amazing

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Org Chart

Full size





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

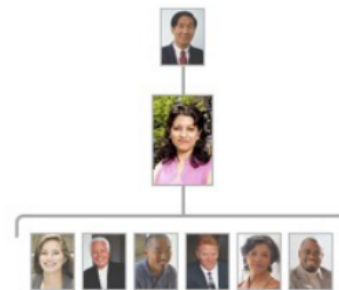
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Alexander Thompson
29 October 2012



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



Back to: Employment Information
Update Employee Records

What changes are you proposing for Marcus Hoff?

- Change Job and Compensation Info
 - 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

Position

Organisational Information

* Company

* Business Unit

Division

Department

Ease of Use for HR Staff

The screenshot shows the 'My Employee File' interface for Marcus Hoff. It includes a navigation menu on the left with sections like 'History' and 'Job Information'. The main content area displays 'Job Information : Marcus Hoff' with details such as 'Effective as of 07/09/2012', 'Position ID: Sales Director, NE (DR_SALESM)', and 'Company: Ase USA (ACE_USA)'. A 'Take Action' button is visible in the top right corner.

The screenshot shows a dialog box titled 'Use screen capturing to record "Show Me" video. Watch this video to learn more.' It features a diagram of a desktop with a 'Recording Area' and 'Other Apps'. Below the diagram are 'Cancel' and 'Start Recording' buttons. Text on the right side reads: '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.'

The screenshot shows the 'Best Run' page in the SuccessFactors interface. It features a 'What changes are you processing for Me?' section with a list of items like 'Job Information' and 'Compensation Information'. A 'Support' sidebar is visible on the right, and the page includes a search bar and navigation icons.



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 \(31300\)](#) ~~Ind...~~
 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

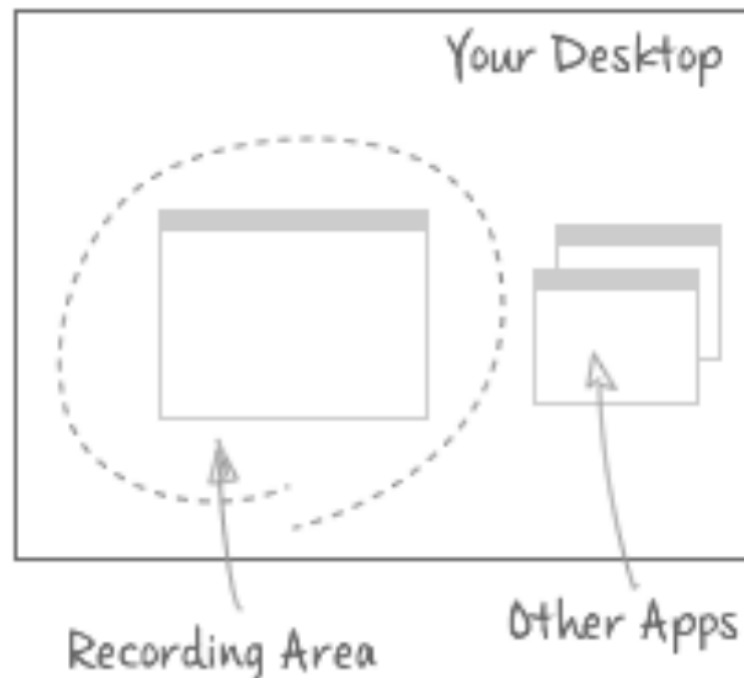
Time Type Profile Standard Profile (STANDARD_PROFILE)

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

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

Back to: Employment Information
Update Employee Records

What changes are you proposing for Ma

- Change Job and Compensation Info
 - Job Information
 - Job Relationships
 - Compensation Information
- Spot Bonus
- Employment Details
- Add Employment Details
- Add Global Assignment Details
- Terminate
- Manage Recurring Deductions

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

Job Information

Position Information

Positions under Employee

Position

Organisational Information

* Company

* Business Unit

Division

Department

Support

Support

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](#)

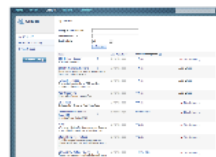
[SAP Support Portal](#) [User Guide](#)

[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.



Edit Auto Group

Auto Groups

Branding

Compliance

Content Administration

Features

Demo Data

Refresh Demo New User

Reports

Security

Users

OAuth Clients

SAML Trusted IDPs

Extranet Management

General

Setup

Participation

Membership

Active Member Count : 

Update Member Count

 Add

Country is

Job Code is

Location is

Hire Date days

 Add members not included in the filters

use a comma to separate multiple email addresses

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



By Ursula 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 Ursula Chan
about 6 months ago
- Week 1 - You as a Leader
By Ursula Chan
about 6 months ago
- WINS Book Club Meeting Calendar
By Ursula Chan
about 6 months ago
- About Leadership Development Team 109
By Ursula Chan
about 6 months ago



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.



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?](#)



[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 [@lindsley](#) 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:

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



Onboarding Lisa Morton [Home](#) [Activities](#) [Page next](#)

Dear Lisa Morton,

Welcome on board! Excited that you have accepted the offer. Please take some time to review your buddy, recommended people, team & meeting invite I have set up for you to get you ready for your first day.

Carla Grant

Meet Your Buddy

Chloe Burns
Marketing Specialist

Paperwork

Please fill out and complete your paperwork. If you have any questions, please contact your HR Contact.

Due by: Tue, 17, Sep 2013

[Get Started](#)

Meet Your Team

Julia Prohaska

Upcoming Meetings

Block these dates, separate email with any new changes will be sent shortly.

Sep 17, 2013
Orientation Day
By Evelyn Ang Chiu
[View Agenda](#)

Sep 17, 2013
Meeting Manager
By Carla Grant
[View Agenda](#)

Sep 20, 2013
Followup Meeting
By Carla Grant
[View Agenda](#)

Recommended People

Carl Lewis
Program Manager

Darlene Sharp
Project Manager

Links

07

Learning Modules

02

JAM Groups

03

Meet your new hire buddy

Meet your peers

Connect with others

New Hire – Orientation



Onboarding Lisa Morton

[Home](#) [Activities](#) [Page work](#)

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[View Agenda](#)

Sep 20, 2013
Followup Meeting
By Carla Grant
[View Agenda](#)

Links

07

Learning Modules

02

JAM Groups

03

Learning Lisa Morton

[My Learning](#) [My Employees](#) [Help](#)

Learning Plan

Search Learning Plan Show Everything

Overview

- 3 Days [Building Access Procedures](#) In progress

Due Within a Month

- 09/20/2013 [Employee Participation Policy](#) In progress
- 09/20/2013 [Developing the Cross-Functional Team](#) In progress
- 09/20/2013 [Marketing Proposal Writing](#) In progress
- 09/20/2013 [Managing Performance - Establishing a Performance Plan](#) In progress
- 09/20/2013 [Public Speaking for Managers](#) In progress
- 09/20/2013 [Capital Budgeting](#) In progress
- 09/20/2013 [Answering questions with fact and skill](#) In progress

Easy Links

- [Home](#)
- [Order Status](#)
- [Performance Reviews](#)
- [My 100 Projects](#)
- [Buddy Inventory](#)
- [System Settings](#)
- [Reports](#)
- [Recent Learning](#)
- [Start a Self-Assessment](#)
- [Start a Multi-Peer Assessment](#)

[Show More](#)

Learning Status

Complete

- Overdue (0)
- Due in 30 days (7)
- Due later (2)

Communities

You are subscribed to 2 Communities

Completed Work

3 completions in last 30 days

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



Employee Central Helpdesk

Deliver HR service to employees

Lab
Preview

Multi-channel Engagement and Employee Support

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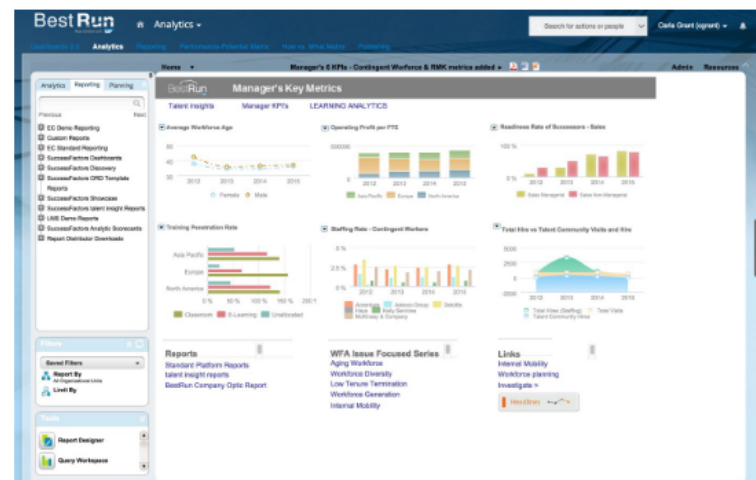
Consumer-Grade UX and Flexibility

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



Reports & Analytics

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



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



Operating Profit per FTE



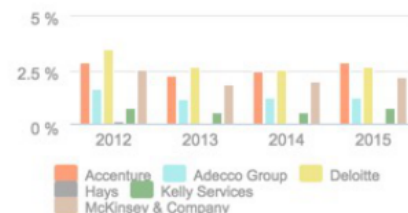
Readiness Rate of Successors - Sales



Training Penetration Rate



Staffing Rate - Contingent Workers



Total Hire vs Talent Community Visits and Hire



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

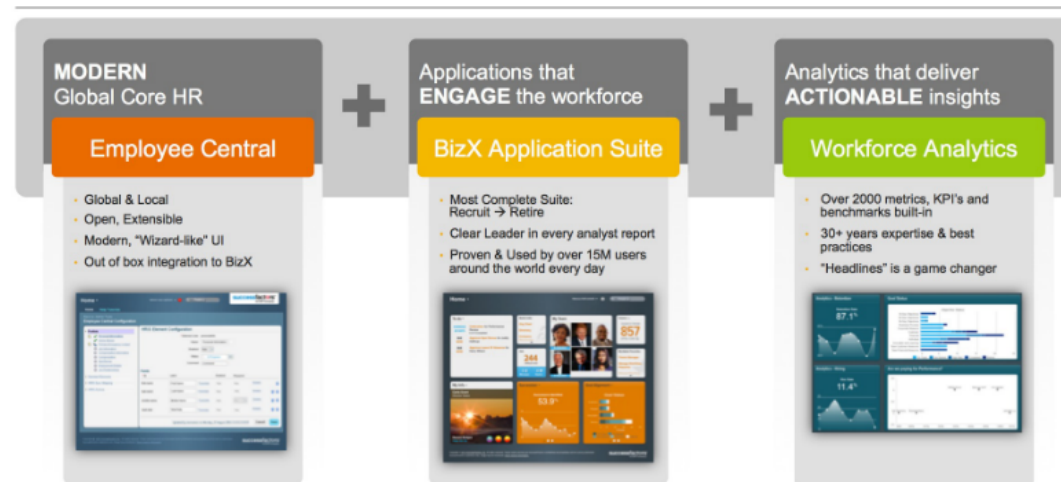
Links

- Internal Mobility
- Workforce planning
- Investigate >

Headlines

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

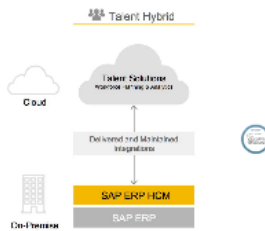
- Over 2000 metrics, KPI's and benchmarks built-in
- 30+ years expertise & best practices
- "Headlines" is a game changer



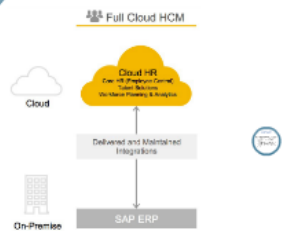
You can start with any pillar

Path to the Cloud

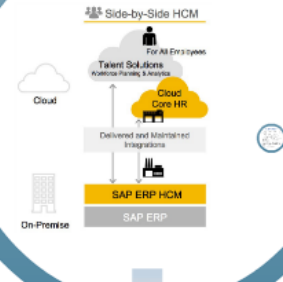
Hybrid



Full Cloud



Side-by-Side

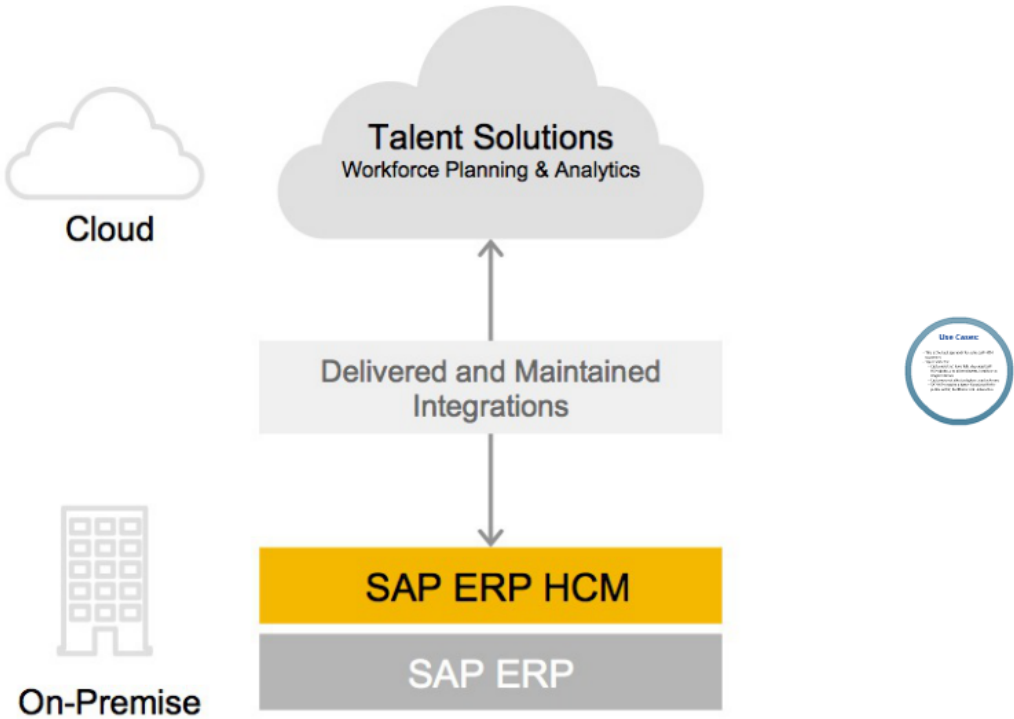


The Journey to the cloud

- 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 Hybrid



Cloud



Delivered and Maintained
Integrations



On-Premise

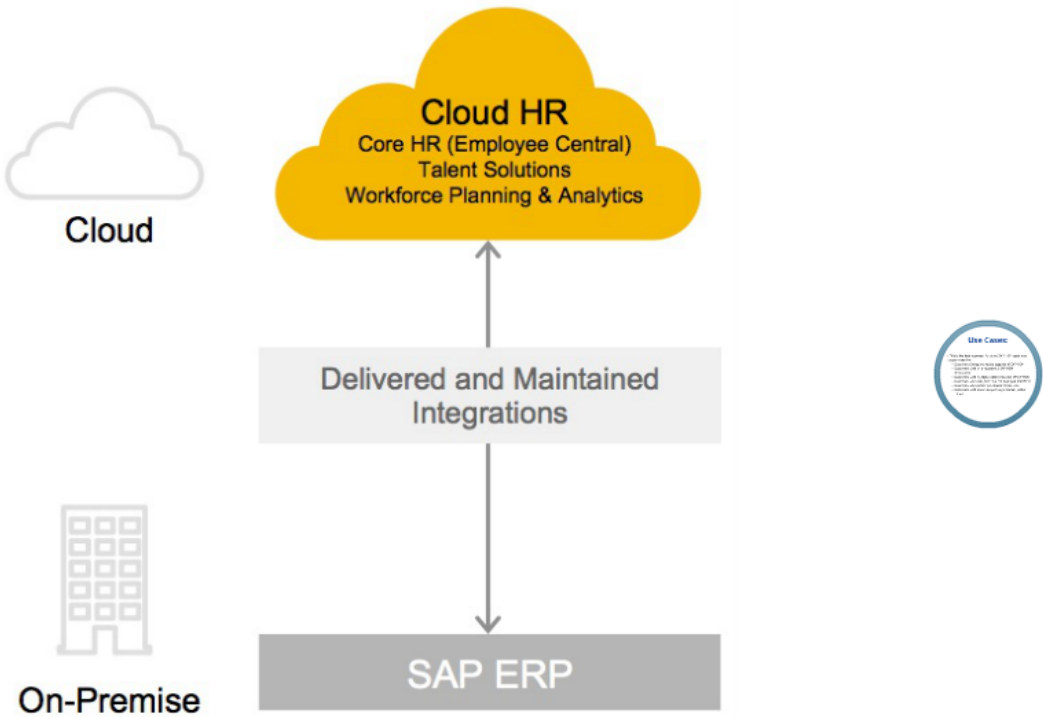


Use Cases:

- 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





Full Cloud HCM



Cloud



Delivered and Maintained
Integrations



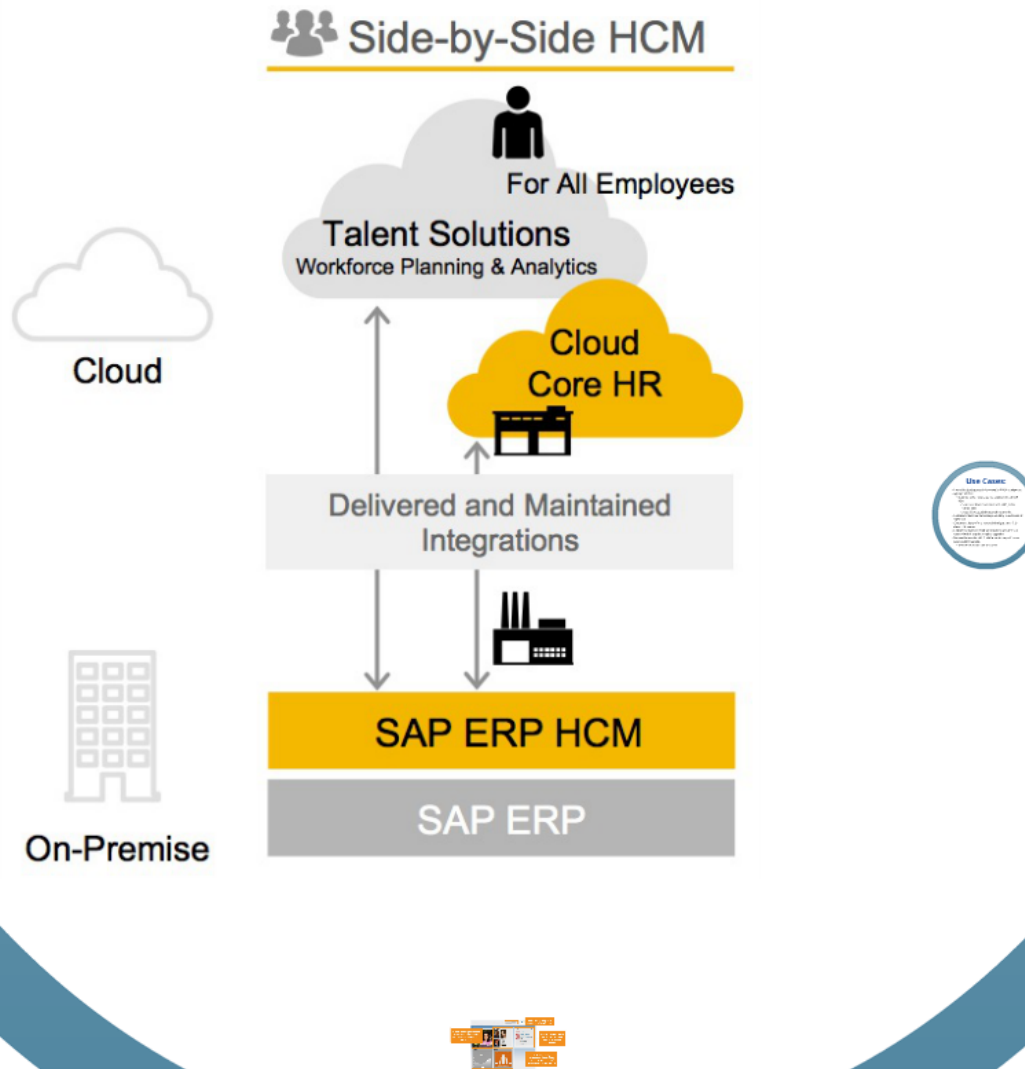
On-Premise

SAP ERP

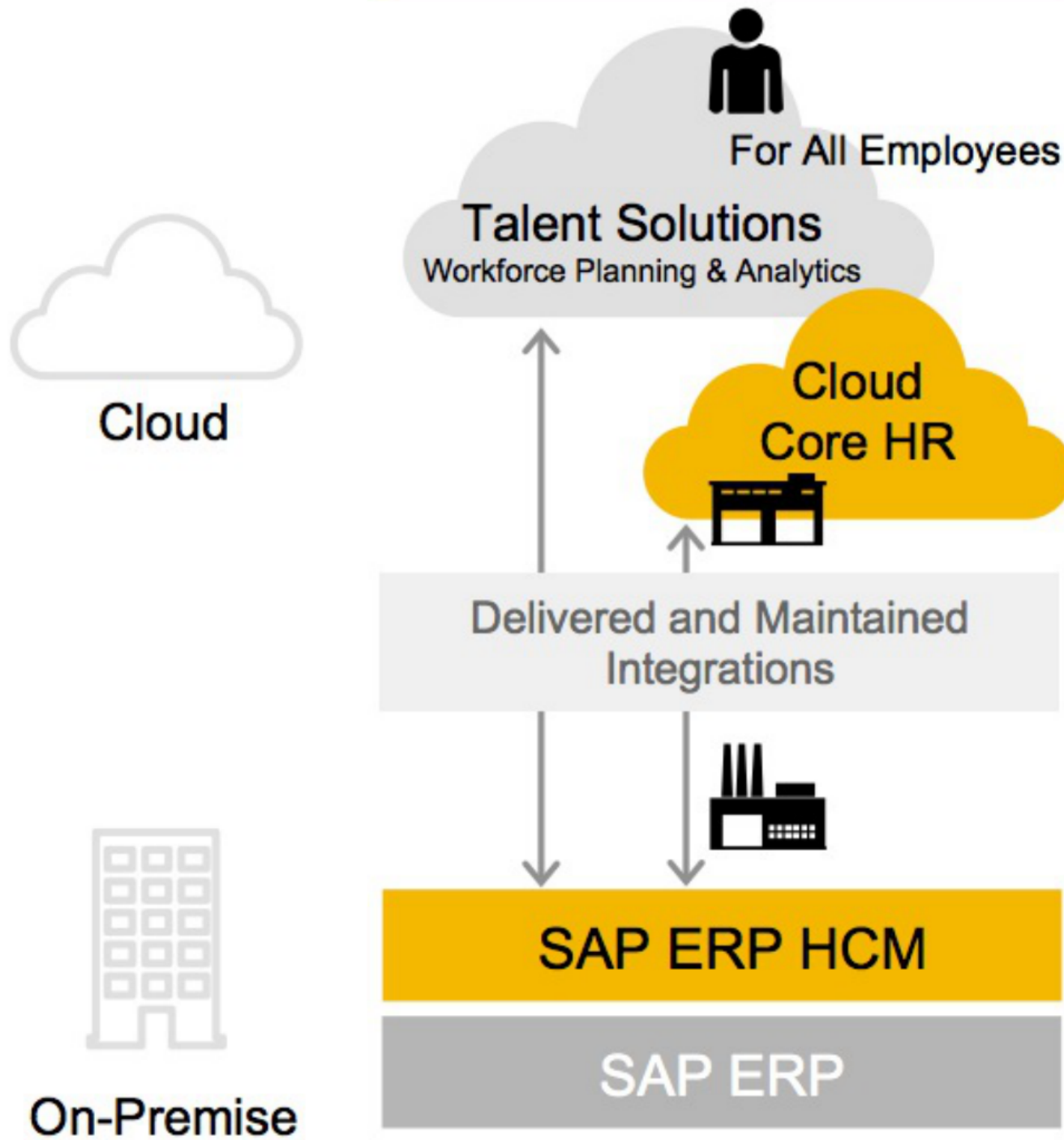
Use Cases:

- 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



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

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
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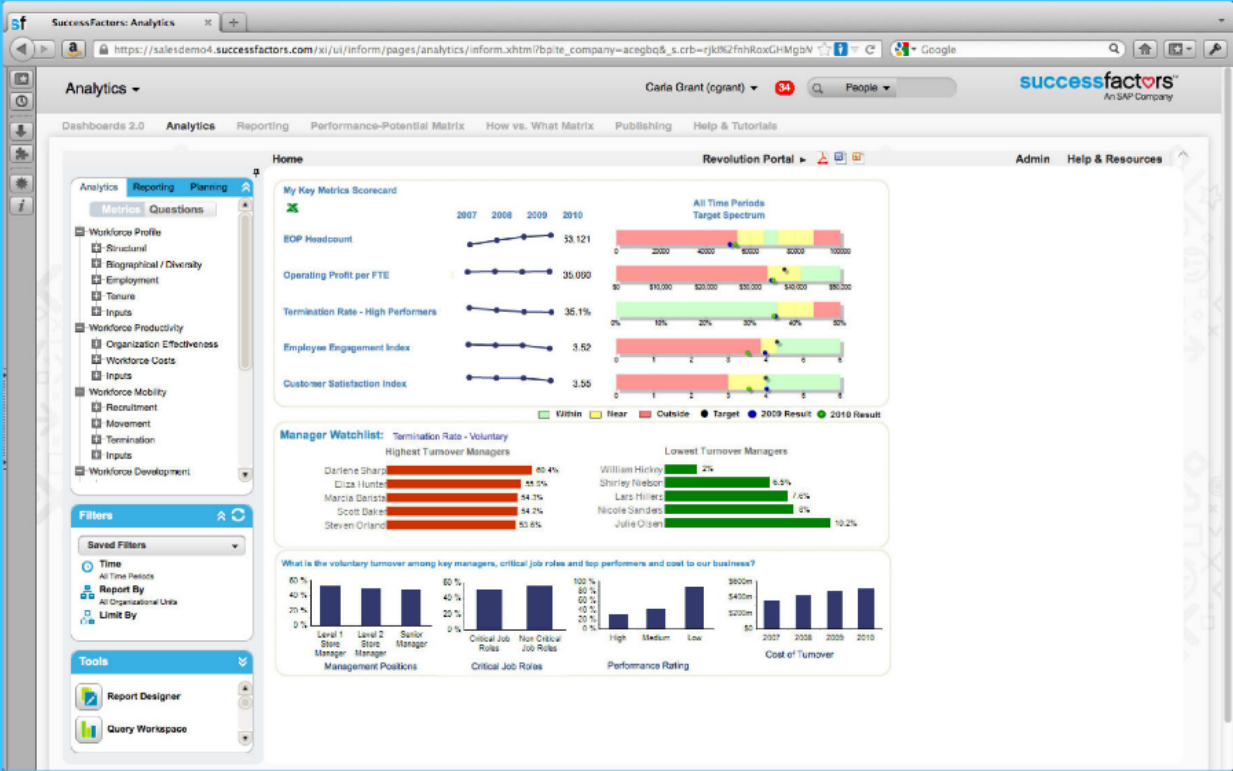
Empower HR Executives



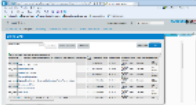
- OPERATIONAL SALES ROLES
- NEW HIRE PLACING

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

BENCHMARK AGAINST

External	Internal
• Retail	• Retail
• Retail	• Retail
• Retail	• Retail

More Than a Data Warehouse



Standard Reports



The Problem with HR Reports

Beyond Transactional

Source System	Transactional Software	Workforce Analysis & Planning Software
Output	Date of Hire to Functional Staff	Date of Hire to Business Leaders
Flexibility	Time to Hire	Quality of Hire
Customization	Comp. Mgt.	Return on Investment
Availability	Full Organization Access	Human Capital Mgt. Info
Development	Training Hours and %	Manager Development
History	Full Historical and Timeline	High-level Agency Data

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?



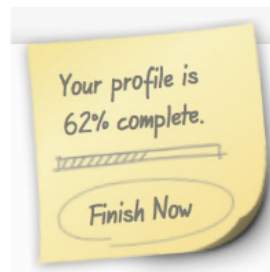
Beyond Transactional

Source System	Transactional Software	Workforce Analytics & Planning Software
Outputs	Data of Interest to <i>Functional Staff</i>	Data of Interest to <i>Business Leaders</i>
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

Source System	Transactional Software	Workforce Analytics & Planning Software
Outputs	Data of Interest to <i>Functional Staff</i>	Data of Interest to <i>Business Leaders</i>
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Data Quality

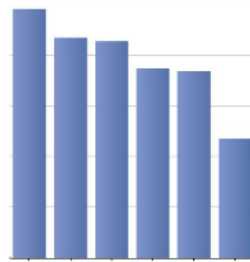
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- Get eyeballs on the data
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[6]

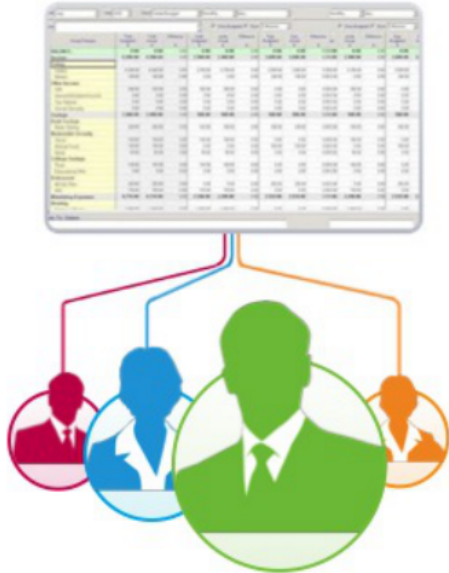
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Turnover is Decreasing, Now What?

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.

THE EXECUTIVES



Category	Q1	Q2	Q3	Q4	YTD	Target	Variance
Revenue	100	110	120	130	460	450	10
Expenses	80	85	90	95	350	350	0
Profit	20	25	30	35	110	100	10
Operating Profit	15	20	25	30	90	90	0
Net Income	10	15	20	25	70	70	0



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

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Drill to Detail

The screenshot displays the SuccessFactors Analytics interface. At the top, the browser address bar shows the URL: <https://pmsalesdemo01.successfactors.com/xi/ui/inform/pages/analytcs/inform.htm?bpl>. The page header includes the SuccessFactors logo and the text "An SAP Company". The main navigation bar contains "Dashboards 2.0", "Analytics", "Reporting", "Performance Potential Matrix", "How vs. What Matrix", and "Publishing". The user profile for "Carla Grant (cgrant)" is visible in the top right.

The central focus is the "Drill To Detail" window, which is currently set to "Default View". It features buttons for "Edit View", "Create New View", "Set Default", "Next Page", and "Close". The window displays a table titled "EOP Headcount, 2012, Star, All Organizational Units". The table has the following columns: Employee ID, Employee Name, Effective Date, SOP Hc, EOP Hc, FTE Total, Workforce Annual Salary, Comp Ratio, Organization Tenure, Age, Age Cohort, Generation, Gender, Ethnic Background, and Minority.

Employee ID	Employee Name	Effective Date	SOP Hc	EOP Hc	FTE Total	Workforce Annual Salary	Comp Ratio	Organization Tenure	Age	Age Cohort	Generation	Gender	Ethnic Background	Minority
ENG_78725	User ID: ENG_78725						1	9-12 Months	31	30-34	Generation Y (1979-1994)	Male	Caucasian	Non-Minority
ENG_78725	Employee Profile						0.8	9-12 Months	31	30-34	Generation Y (1979-1994)	Male	Caucasian	Non-Minority
ENG_78725	Employment Details						0.8	9-12 Months	31	30-34	Generation Y (1979-1994)	Male	Caucasian	Non-Minority
ENG_78725	Personal Information						0.8	9-12 Months	31	30-34	Generation Y (1979-1994)	Male	Caucasian	Non-Minority
ENG_78725	Update Employment Records (displayed as 'Take Action' button)						0.8	12-15 Months	31	30-34	Generation Y (1979-1994)	Male	Caucasian	Non-Minority
ENG_78725	Development Plan						0.8	12-15 Months	31	30-34	Generation Y (1979-1994)	Male	Caucasian	Non-Minority
ENG_78725	Career Worksheet						0.8	12-15 Months	31	30-34	Generation Y (1979-1994)	Male	Caucasian	Non-Minority
ENG_78725	LMS Home						0.8	12-15 Months	31	30-34	Generation Y (1979-1994)	Male	Caucasian	Non-Minority

Detail

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								1	9-<12 Months	31	30-34	Generation Y (1979 - 1994)	Male	Caucasian	Non-Minority	
ENG_78725								0.8	9-<12 Months	31	30-34	Generation Y (1979 - 1994)	Male	Caucasian	Non-Minority	
ENG_78725								0.8	9-<12 Months	31	30-34	Generation Y (1979 - 1994)	Male	Caucasian	Non-Minority	
ENG_78725								0.8	12-<15 Months	31	30-34	Generation Y (1979 - 1994)	Male	Caucasian	Non-Minority	
ENG_78725								0.8	12-<15 Months	31	30-34	Generation Y (1979 - 1994)	Male	Caucasian	Non-Minority	
ENG_78725								0.8	12-<15 Months	31	30-34	Generation Y (1979 - 1994)	Male	Caucasian	Non-Minority	
ENG_78725								0.8	15-<18 Months	31	30-34	Generation Y (1979 - 1994)	Male	Caucasian	Non-Minority	

User ID: ENG_78725

- Employee Profile
- Employment Details
- Personal Information
- Update Employment Records (displayed as 'Take Action' button)
- Development Plan
- Career Worksheet
- LMS Home

Admin Help & Resources

External Benchmarks

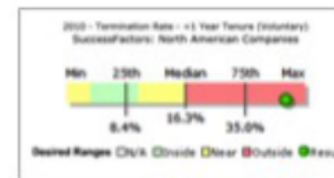
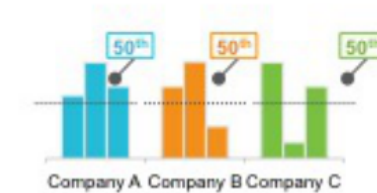
BENCHMARK AGAINST

External:

- Industry
- Region
- Size

Internal:

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



More Than a Data Warehouse



Data Warehouse

General purpose tools

HR analytics must be built from scratch

Aimed at big transactional

data crunching, not people data

Built for IT

or Finance – low adoption by HR and business managers

No skills transfer

HR builds no analytics culture or capabilities

In-house IT has limited bandwidth

Still waiting for that report?

Years and \$MM

to implement and maintain

Silo solutions

less accessible to HR and business managers

IT support only

- from in-house IT. No knowledge of workforce productivity metrics

Slow adaption to new needs

In-house IT can't anticipate or adapt fast enough to new needs.

Link HR to Business Strategy



Business Strategy

STRATEGY

- Grow 20%
- Expand new markets
- Cut operating costs
- Improve service
- Cut time to market
- Innovate

CHALLENGES

- Do we have the talent to execute on our strategy?
- Where are future talent gaps?
- Are we maximizing new hire investments?
- In which workforce segments does increases in voluntary turnover present greatest risk?
- Are we retaining our high performers?
- Which workforce programs have highest projected financial impact?
- Do we pay for high performance?

ASK THE RIGHT QUESTIONS

INSIGHT

- Manager tenure
- Staff turnover
- Quality of hire
- Pay distribution
- Etc.

BASE
ANSWERS ON
FACTS VS. GUT
FEELINGS

ACTION

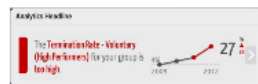
- CSR training
- Optimize pay distribution
- Change on-boarding
- Etc.

KNOW THE
IMPACT OF YOUR ACTIONS

IMPACT

- Growth
- Cost reduction
- Effective leadership
- Productivity

Analytics for Everyone



Employees at Risk of Leaving
Employees at Risk of Leaving

Employee Name	Role	Date
John Smith	Software Engineer	2023-01-15
Jane Doe	Product Manager	2023-02-01
Mike Johnson	Marketing Specialist	2023-02-10
Sarah Lee	UX Designer	2023-02-20
David Kim	Business Development	2023-03-05

Analytics Headline

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



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.





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

Termination Rate - Voluntary (High Performers)

27% ▲
23



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)**:



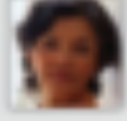




Offer your highest performers opportunities to broaden their experience by temporarily transferring to other departments and/or working on special projects.

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	● ● ●



Business Drivers

- Consolidate all HR processes in one place
- Reduce costs by automating HR processes
- Increase employee productivity
- Improve employee experience
- Increase HR data visibility
- Increase HR data accuracy
- Increase HR data security
- Increase HR data availability
- Increase HR data integration
- Increase HR data interoperability
- Increase HR data portability
- Increase HR data scalability
- Increase HR data flexibility
- Increase HR data reliability
- Increase HR data integrity
- Increase HR data consistency
- Increase HR data completeness
- Increase HR data timeliness
- Increase HR data accuracy
- Increase HR data security
- Increase HR data availability
- Increase HR data integration
- Increase HR data interoperability
- Increase HR data portability
- Increase HR data scalability
- Increase HR data flexibility
- Increase HR data reliability
- Increase HR data integrity
- Increase HR data consistency
- Increase HR data completeness
- Increase HR data timeliness

Most HRIS Solutions have a Payroll/ERP Focus

- Designed for HR at large
- Data entry vs. service reporting
- Employee self-service HRIS
- Small number of "power users"
- Is your HRIS "strategic"?

Who is SuccessFactors?

SuccessFactors is a leading provider of cloud-based HR solutions, including Employee Central, Learning Experience Platform, and Recruiting Management.

Contract vs. Consulting

SuccessFactors offers both contract and consulting services to meet your needs.

Who Am I?

SuccessFactors provides a comprehensive HR solution for all types of organizations.

Employee Central: At a Glance

Employee Central is the core HR system in the SuccessFactors suite.

SuccessFactors HR Suite

The SuccessFactors HR Suite includes Employee Central, Learning Experience Platform, and Recruiting Management.

There's a software transformation underway

SuccessFactors is helping organizations transform their HR processes into the cloud.

Path to the Cloud

SuccessFactors provides a clear path to the cloud for HR systems.

Top Reasons Companies Choose Employee Central

- Cloud-based
- Scalable
- Flexible
- Integrates with SAP
- Improves employee experience
- Reduces HR costs
- Increases HR data accuracy
- Improves HR data security
- Increases HR data availability
- Improves HR data integration
- Improves HR data interoperability
- Improves HR data portability
- Improves HR data scalability
- Improves HR data flexibility
- Improves HR data reliability
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- Improves HR data consistency
- Improves HR data completeness
- Improves HR data timeliness

SAP Employee Central

successfactors[®]
An SAP Company

It's time to love work again.

SuccessFactors Employee Central helps you do that.

People, Process, Performance

SuccessFactors Employee Central helps you manage all three.

HR Data

SuccessFactors Employee Central provides a comprehensive view of your HR data.

Analytics

SuccessFactors Employee Central provides powerful HR analytics.

Integration

SuccessFactors Employee Central integrates with SAP and other systems.

Deployment Models

SuccessFactors Employee Central offers multiple deployment models.

Integration

SuccessFactors Employee Central integrates with SAP and other systems.

SAP Integration

SuccessFactors Employee Central integrates with SAP and other systems.

EC Benefits

SuccessFactors Employee Central offers many benefits.

Integration

SuccessFactors Employee Central integrates with SAP and other systems.

