



Learning

SuccessFactors is transforming how the workforce learns, by combining formal, informal, social, and extended learning together with innovative content management, analytics, and mobile capabilities. The result is learning that Drives business execution and delivers better business results.

As the recognized leader in Learning and Talent Management(Gartner, 2013 Magic Quadrant for Talent), SuccessFactors Learning helps learning professionals reduce risk and ensure compliance, improve employee performance, and better enable external audiences. Unlike other solutions, SuccessFactors Learning leverages social, mobile, and analytic capabilities along with a powerful, elegant user experience that increases learning adoption and results.

SuccessFactors Learning can also be leveraged as part of SuccessFactors' unified HCM Suite and talent solutions. This allows SuccessFactors Learning to address any type of learning requirement, uniquely and powerfully – from formal, compliance-driven training to social/informal communities, and even to external training environments – all from one seamless, cloud-based solution.

Learning Analytics

What's the real impact of your learning programs? Beyond course completions, learning must prove results that matter to the business – whether it's through the Kirkpatrick Levels of Corporate Training Evaluation or other internally assigned metrics, learning administrators must be able to answer questions such as:

- What's the performance of employees enrolled in learning programs versus those not enrolled?
- Is there a correlation between the percentage of all learning costs and firm profitability?

Beyond basic reporting, SuccessFactors Learning provides the insight needed to drive your business.

Learning Management System (LMS)

An LMS allows your organization to deploy a comprehensive learning strategy that includes instructor-led training (ILT), eLearning, virtual learning, exams, certifications, and extended learning. The LMS allows you to create courses and curriculum based on performance goals, career and succession plans, and organizational development and compliance objectives, or for individual, personal development. Plus, it ensures that you have records, reports, and insight to meet government and industry-specific regulatory compliance needs. With features such as automated assignment profiles and multi-part e-signature support, SuccessFactors provides the most powerful, flexible LMS available.

The screenshot shows the SuccessFactors Learning Plan interface. At the top, there are navigation links for 'Learning', 'My Learning', 'My Employees', and 'Help'. The main area is titled 'Learning Plan' with a search bar for 'Search Learning Plan' and 'Show: Everything'. Below this, there's a section for 'Overdue' tasks, including 'Building Access Procedure' (In progress), 'Employee Participation Policy' (In progress), 'Developing the Cross Functional Task' (In progress), 'Marketing Process Writing' (In progress), 'Managing Performance - Establishing a Performance Plan' (In progress), 'Public Speaking for Managers' (In progress), 'Capital Budgeting' (In progress), and 'Assessing questions with fact and skill' (In progress). To the right, there's a 'Key Links' sidebar with links like 'Multi-Function', 'Course Details', 'Report', 'Performance Results', 'SAP Jam', 'User Self-Learning', 'Start a Self-Assessment', and 'User a Multi-Rater Assessment'. Another sidebar on the right shows 'Learning Status' with a 'Communities' section (0 due in 48 hrs, 0 due in 7 days, 0 due later) and a 'Completed Work' section (3 competitors in last 30 days).

Social Learning

Blended learning — combining formal, informal, and social learning processes — accelerates employee and business performance. With SuccessFactors Social Learning, you can easily find social communities and relevant content thru a global learning search, collaborate with subject matter experts, and, if you like, do it all on your mobile device. Plus, employees can instantly, easily capture and share information across social learning communities. Powered by SAP Jam, SuccessFactors delivers informal and social learning that helps accelerate engagement and results.

iContent

Most companies struggle with managing their learning content assets. iContent uniquely provides “Content as a Service” (CaaS), which removes the burden of online content management, reduces costs, increases training efficiency, and greatly improves the user experience. By reducing the overhead and infrastructure administration, organizations realize substantial cost savings and ensure faster, more reliable content delivery. Much more than content hosting, iContent provides bandwidth and delivery (via Akamai), management, plus security and updates for all of your e-learning. iContent enables you to focus on what matters — the quality and effectiveness of your training.

Extended Enterprise

Today, you simply can't afford to allow your customers and partners to be disconnected. Extended Enterprise enables you to better enable your entire business network – partners, supplies, resellers, customers, contractors, volunteers, and association members.

- SuccessFactors Learning provides the ability to:
- Create uniquely branded learning sites
- Provide learning catalog assignments for different audiences
- Create a configurable “Marketing Page” for each audience
- Create promotions and even process payments in multiple currencies.

With SuccessFactors Learning, your extended enterprise will always be in the loop, productive and happy.

About SuccessFactors, an SAP Company

SuccessFactors is the leading provider of cloud-based HCM software, which delivers business results through solutions that are complete, beautiful, and flexible enough to start anywhere and go everywhere. SuccessFactors’ customers represent organizations of all sizes across a wide range of industries. With more than 20 million subscribers globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise, and best practices insights from across our broad and diverse customer base. SuccessFactors solutions are supported by a global partner ecosystem and the experience and commitment of SAP.