



SAP SuccessFactors 

SAP SuccessFactors Talent Management Suite

Accelerate Business Growth with **SAP® SuccessFactors® Talent Management Suite**

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Put People at the Center of **Your Business**

Small and midsize businesses face an intense battle for the right employees, where the evolving dynamics of a diverse workforce and rapid business growth demand a more agile, modern approach to talent management. SAP® SuccessFactors® Talent Management Suite helps you put people at the center of your business by creating more engaging **experiences that drive better business results.**

ADOPTING A TALENT APPROACH THAT ADAPTS TO CONSTANT CHANGE

In times of rapid growth and constant change, the ability to respond to changing workforce dynamics with agility,

flexibility, and speed is critical. By simplifying talent management and transforming how you engage your people, you can innovate for future growth by engaging your people in the company purpose.

SAP SuccessFactors Talent Management Suite bridges the gap between strategy and execution by driving business alignment and maximizing employee engagement and productivity. You gain a complete solution that provides talent content designed specifically for small and midsize businesses, including skill and competency libraries, job descriptions, goal catalogs, and writing suggestions for coaching and legal guidance. Plus, it's flexible enough to support any unique mix of talent processes, workforce development programs, and organizational purposes.



Drive Better Results

SAP SuccessFactors Talent Management Suite provides a unified portfolio of talent management solutions that cover recruiting, onboarding, performance and goals management, learning, compensation, and succession and development (see Figure 1).

While you can benefit from each of the solutions by themselves, you can realize even greater value when combining them to drive a comprehensive talent management strategy that further engages, aligns, and optimizes your workforce. The suite helps ensure your people strategies are linked and executed in line with your business strategies. Plus, by leveraging analytics solutions that provide trusted employee insights and guidance, you can improve your ability to lead your workforce, accelerate change, and drive results.

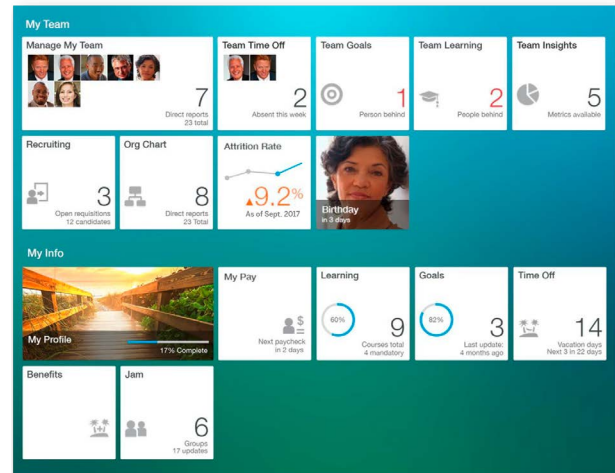


Figure 1: Provide Employees with a Role-Specific and Personalized Welcome Page



Recruiting

Transform recruiting into a proactive, strategic part of your talent strategy with a comprehensive recruiting solution that helps you source, engage, and hire the world's best candidates while providing guidance at every step along the way (see Figure 2).

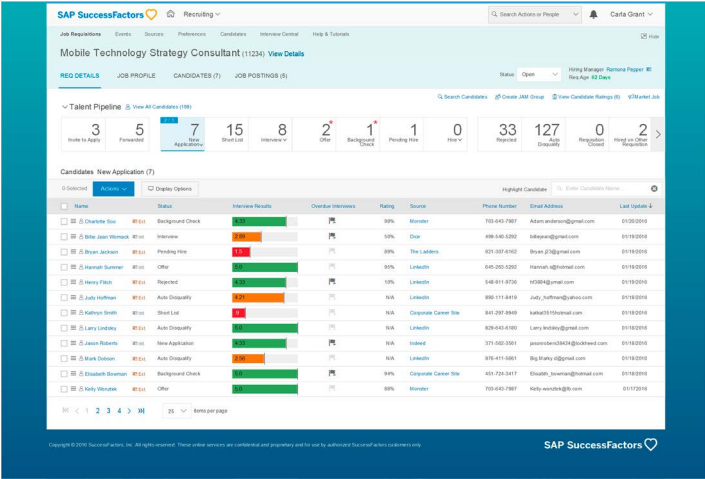


Figure 2: Analyze Key Decision-Making Data with a Candidate Summary View





Onboarding

Boost employee engagement, retention, and productivity by accelerating HR processes. Simplify onboarding, cross-boarding, and offboarding to support new hires, hiring managers, HR personnel, and impacted employees in the most effective way (see Figure 3).

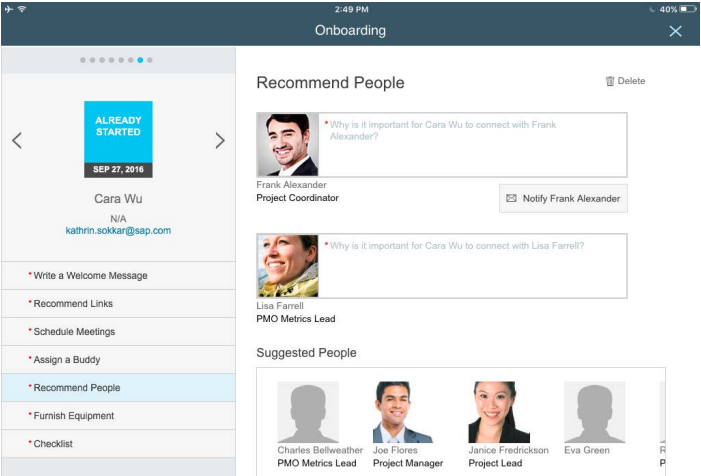


Figure 3: Ramp Up New Hires by Providing Recommendations on Who to Connect with and Why





Learning

Improve employee skills, reduce compliance risk, and engage every learning audience effectively with less complexity and at lower cost. Deliver a personalized and engaging user experience – based on a modern interface, mobile-first access, collaboration, and intelligent services – that allows employees to get the training they need anytime and anywhere and measure their skill development with ease (see Figure 4).

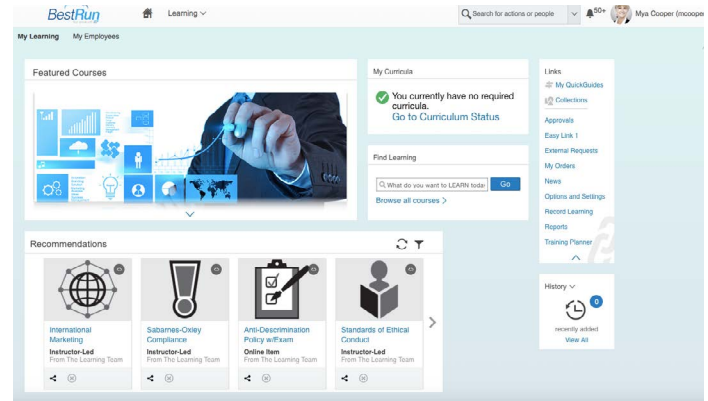


Figure 4: Meet Employee-Specific Learning Needs with an Individualized Learning Dashboard



Performance and Goals

Connect your talent to your company purpose, and motivate them to always perform at their best. Keep your workforce continuously focused on the right business objectives, help employees improve and succeed with ongoing feedback and coaching, and accurately measure the value and impact of your employees (see Figure 5).

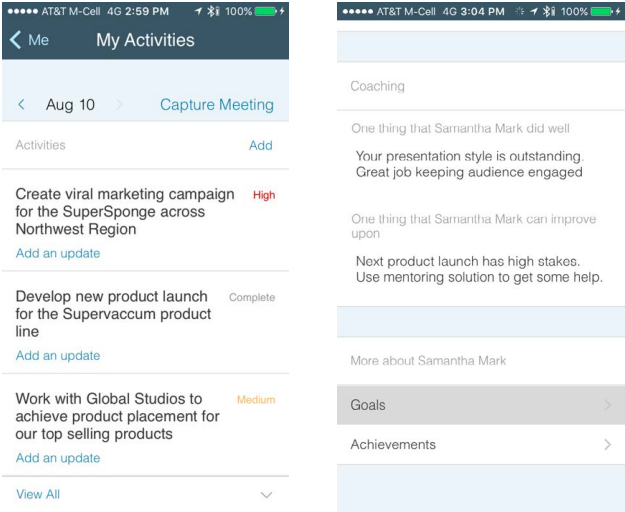


Figure 5: Continuously Track and View Goal Activity, Achievements, and Feedback Throughout the Year



Compensation

Align your compensation programs with business objectives; create strategic plans to attract, motivate, and retain key talent; and effectively communicate the value of pay-related rewards to employees. Take advantage of this flexible, global compensation solution to accelerate and optimize decision-making by tying your greatest expense – employee pay – to actual business results (see Figure 6).

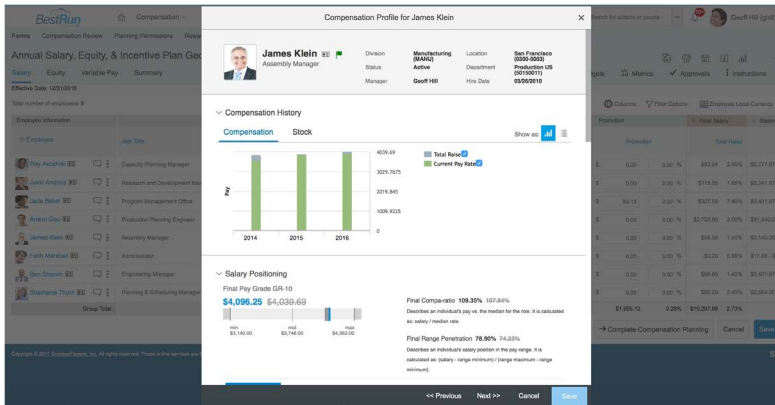


Figure 6: Provide Managers a Complete View of Compensation History to Help Make Better Employee Pay Decisions





Succession and Development

Improve employee engagement and retention with continuous development and career planning. Identify and develop the talent you need to improve organizational strength and achieve today's business goals while driving future growth with greater visibility and more-precise planning capabilities (see Figure 7).

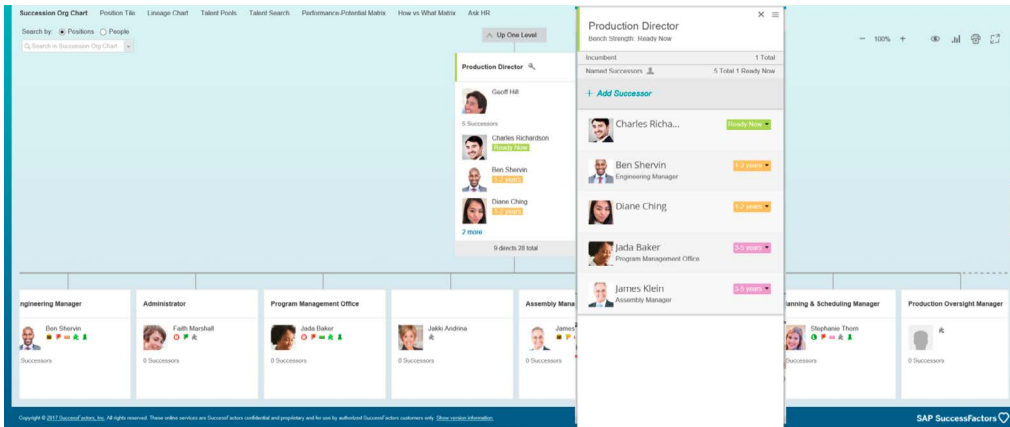


Figure 7: Build Bench Strength and Plan for Future Growth by Identifying Potential Successors for Key Roles





Drive Performance and Growth

SAP SuccessFactors Talent Management Suite provides a complete, integrated set of cloud-based talent management solutions consistently ranked as a market leader by top analyst firms.

With SAP as your partner, your small or midsize business can:

- Jump-start your digital HR transformation and realize tangible value quickly
- Deploy solutions at your pace, starting with what you need now and adding capabilities as your requirements evolve
- Deliver predictable outcomes with a clearly detailed strategy and direction
- Leverage decades of SAP expertise in developing methodologies and standardizing processes
- Engage in best-practice adoption programs – such as peer matching, virtual events, and training – anytime and anywhere

By simplifying HR processes, you can transform the employee experience to drive purposeful business results today and scale as needed to adapt to future change. SAP is a partner you'll never outgrow, no matter where your business takes you.

Learn More

To find out how SAP SuccessFactors Talent Management Suite gives you an edge in putting your people first, call your SAP SuccessFactors Partner today.

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