

SAP Product Brochure
Talent Management Suite

SAP SuccessFactors Talent Management

THE BEST RUN 





Objectives

Organizations today face a heightened battle for talent and the changing dynamics of a more diverse workforce. They **need new talent approaches to be more agile and ensure competitive advantage**. Yet, research shows that most companies lack strategic, global talent management solutions to address changing business conditions and match future market needs.

Objectives

Your Competitive Advantage

SAP SuccessFactors provides a unified talent solution that includes: Onboarding, Recruiting, Performance and Goals, Learning, Compensation, and Succession and Development – with each solution being the recognized leader in its area.

Every solution can bring you greater value when complemented with SAP SuccessFactors Workforce Analytics and Planning, so you can better understand your workforce and the effects of talent decisions on business performance.

"Executing SAP SuccessFactors integrated talent management platform was a **key building block in linking strategy, execution and talent**."

Robert Mellwig, SVP, Human Resources, Destination Hotels



While each solution can be used alone, they can also be seamlessly used together – to support a comprehensive talent management strategy that further aligns, optimizes, and accelerates the workforce.

And as a part of SAP SuccessFactors HCM Suite, you get the leading talent solutions along with a next generation core HR system and powerful analytics to ensure that people strategies are linked to the business strategies to increase execution and drive real business results.

Objectives





SAP SuccessFactors Talent Management Suite

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SAP SuccessFactors helps you bridge the gap between strategy and execution by driving business alignment, continuously optimizing workforce performance, and maximizing engagement and productivity.

As a leader in Talent Management, only SAP SuccessFactors provides a complete solution across all talent processes, from recruit to retire... and comprehensive talent content 'baked in' – with nearly 20,000 talent items in areas such as skill and competency libraries, job descriptions, goal catalogs, and even writing suggestions for coaching, and legal guidance.

In addition to content SAP SuccessFactors talent solutions are provided with a foundational set of capabilities, such as **Talent Search**, **Jam** basic edition, **Profile Builder**, and **SAP SuccessFactors Presentations** – all to help you orchestrate your talent efforts and achieve better results from day one.

SAP SuccessFactors customers have seen tangible and measurable results:

- Loews Hotels reduced turnover by 7% and improved a key customer satisfaction industry ranking from 5th to 2nd place.
- Greater Baltimore Medical Center realized \$9 million in cost savings over three years, and for registered nurse (RN) positions, reduced turnover by 4%, and vacancy rates by 9% within one year.

Talent Management Suite

Recruiting and Onboarding

Learning and Development

Performance and Compensation



Recruiting and Onboarding

Recruiting

Transform recruiting into a proactive, strategic part of your talent strategy with the only end-to-end recruiting solution that helps you source, engage and hire the world's best candidates while providing guidance at every step.

Onboarding

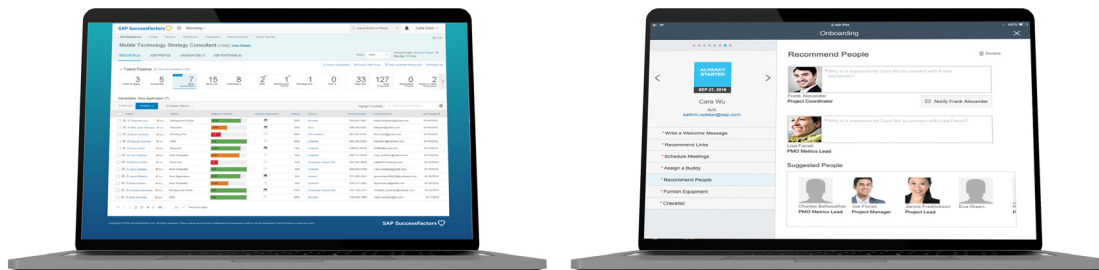
Boost employee engagement, retention and productivity by accelerating people, processes and productivity with our SAP SuccessFactors Onboarding solution. Simplify onboarding, cross-onboarding, and offboarding to support new hires, hiring managers, HR and all others involved in the most effective way.

Talent Management Suite

Recruiting and Onboarding

Learning and Development

Performance and Compensation





Learning and Development

Learning

Improve employee skills, reduce compliance risk, and effectively engage any learning audience with one comprehensive, modern Learning solution that improves engagement and reduces complexity and cost. You will be able to deliver any modality of training anytime, make the path to learning more personalized, and easily measure your learning results.

Succession and Development

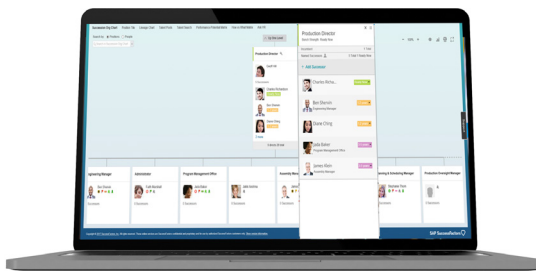
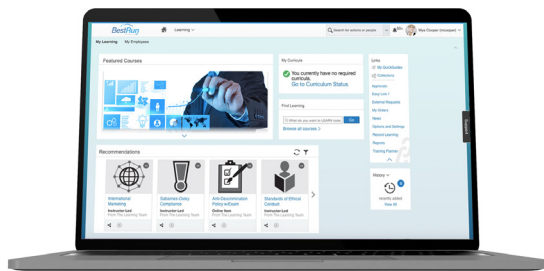
Identify and develop the talent needed to improve organizational strength and achieve today's business goals, while providing visibility and planning for future growth at all levels. Improve employee engagement and retention with continuous development and career planning.

Talent Management Suite

Recruiting and Onboarding

Learning and Development

Performance and Compensation

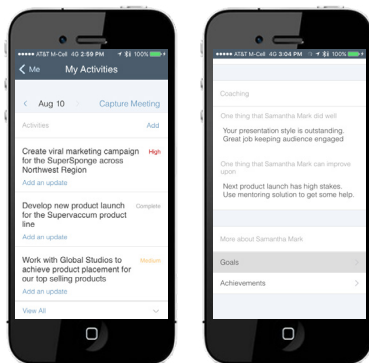




Performance and Compensation

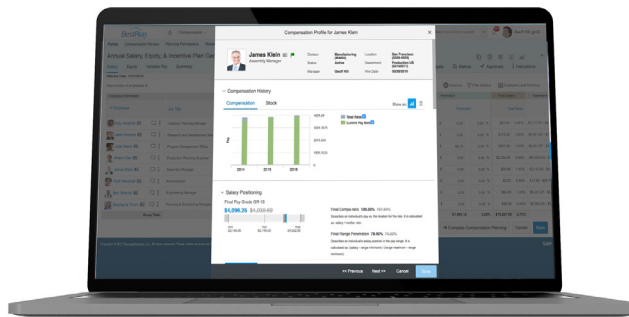
Performance and Goals

Put employee performance at the center of the process so your people can perform at their best. Keep your workforce constantly 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.



Compensation

Align compensation programs with business objectives, create strategic compensation plans to attract, motivate and retain key talent, and effectively communicate the value of rewards to employees. SAP SuccessFactors provides a flexible, global compensation solution that accelerates and optimizes decision making and ties your greatest expense—employee pay—to actual business results.



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