



SUCCESSFACTORS HCM SUITE
 INCREASES FOCUS ON STRATEGIC
 PRIORITIES BY UP TO 40% &
 IMPROVES PROJECT COMPLETION
 BY 13.8%.

—Customer Survey Conducted by Top 3
 Management Consulting Firm

“ SUCCESSFACTORS CONTINUES TO
 INTRODUCE INNOVATIVE CAPABILITIES
 INTO ITS HCM SUITE THAT GET TO THE
 HEART OF HOW COMPANIES GET
 STUFF DONE. ”

—Lisa Rowan, Program Director, IDC

SuccessFactors HCM Suite

Improving Business Results through People

Today's rapidly and continuously changing business environment demands greater agility than ever and the ability to quickly develop new strategies as circumstances evolve. But, it's also critical to be able to execute those strategies rapidly and effectively.

A Harvard Business Review study¹ revealed that almost 40% of the company's strategy is diluted due to poor execution. It's no wonder that a Conference Board survey² of 180 CEOs showed that execution related issues were among the top three concerns.

It's the people inside the company that execute the strategies, so companies that want to set-up for success know they need a business solution to optimize their workforce for today and prepare it for tomorrow.

SuccessFactors HCM Suite is that solution. SuccessFactors improves executive insight and decision-making while ensuring you have the right people with the right skills doing the right work.

SuccessFactors HCM Suite

The SuccessFactors HCM Suite includes a complete set of tightly integrated talent management solutions, robust workforce analytics and planning, plus a next generation core HR solution.

With over 3600 customers and more than twenty million users in 177 countries, SuccessFactors HCM Software is

the most adopted Software-as-a-Service (SaaS) business software in the world. SuccessFactors customers have seen tangible and measurable results such as:

- Mandarin Oriental Hotel Group saved over **\$5 million** in recruiting fees alone by developing an internal talent pipeline.
- Avnet **increased engagement to 75%**, improving accountability and achieving higher performing branches.
- Novo Nordisk has **improved its quality of hire by 35%**, which has also reduced attrition from 5% to less than 3% across the company.
- Comcast **increased customer satisfaction 10%** by reducing turnover of call center staff.

Unique Competitive Advantage

The SuccessFactors HCM suite is comprehensive, engaging and flexible enough to start with any product and expand to every product in the suite. SuccessFactors ties people strategy to business strategy with workflows, content, insights and expertise that directly impacts business results and drives company success.

¹ Harvard Business Review, Turning Great Strategy into Great Performance, Mankins and Steele

² The Conference Board – CEO Challenge 2008

“ DENTSPLY LOOKED AT MANY ALTERNATIVES, BUT WE WERE REALLY LOOKING FOR A TOTAL SOLUTION. THE ONLY COMPANY THAT COULD DO THAT WAS SUCCESSFACTORS! ”

– Paula Caya, Corporate Human Resources
Director, Dentsply

“ AT NISSAN, WE FOCUS ON TWO DIFFERENT KINDS OF METRICS: EFFICIENCY AND EFFECTIVENESS. BY CHANGING THE HR CULTURE AND USING A DATA-DRIVEN APPROACH, WITH THE HELP OF SUCCESSFACTORS, WE HAVE MOVED THE NEEDLE ON BOTH FRONTS. ”

–Anish Bajjal, Director, Talent Management &
HR Services Nissan Americas

About SuccessFactors, an SAP Company

SuccessFactors HCM Suite helps HR drive business execution with solutions that are complete, beautiful and flexible enough to start anywhere and still go everywhere. SuccessFactors solutions are supported by a global partner ecosystem and the experience and commitment of SAP. 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 more than 60 industries. With approximately 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. Today, we have more than 3,600 customers in more than 177 countries using our application suite in 35 languages.

SuccessFactors HCM Suite includes:

- **Employee Central** - Deliver real business impact with a next generation core HR system that puts the 'self' back in 'self-service'. Strategically-minded HR and IT teams have realized that user-friendly core HR solution is the key to accurate employee data. Capturing employee, organizational and talent data all in one solution delivers better results, faster.
- **Recruiting** - Transform recruiting into a continuous, strategic part of your talent strategy with the only end-to-end recruiting solution that helps you attract, engage and select better candidates and then measure the results.
- **Onboarding** - By guiding hiring managers, empowering new hires and connecting onboarding to other key talent management activities, SuccessFactors makes onboarding a strategic process that improves job satisfaction, time to productivity and first year retention.
- **Performance & Goals** - Communicate strategy, create meaningful individual goals across the organization, and focus employees on what matters, while enabling executives to monitor goal progress in real-time. Then reward, measure and tie employee performance to business results, streamline the performance appraisal process, and enable meaningful feedback.
- **Compensation** - Pay your people based on achievement, establish a pay-for-performance culture – retain top talent and increase productivity across the organization. Calibration drives better compensation decisions with and objective ratings.
- **Succession & Development** - Anticipate and plan for staffing changes and assure the readiness of employee talent at all levels. Align learning activities with competency gaps to arm your workforce for current and future needs. Improve motivation with continuous development and career planning.

Delivered via Software as a Service (SaaS)

SuccessFactors HCM Suite is delivered on a secure, reliable, and highly scalable architecture that offers customers rapid deployment, rapid results, and continuous innovation at a lower total cost of ownership than other solutions.

- **Learning** - Develop a comprehensive learning strategy with a complete learning management solution (LMS) that enables you to manage, develop and deploy instructor-led, and formal and social online training. Our Content-as-a-Service (CaaS) solution eliminates your need to manage the infrastructure, bandwidth & delivery, management, security and updates for all of your e-learning programs.
- **Workforce Planning** - Leverage in-depth workforce information and benchmarks to assess readiness to execute strategies, forecast the impact of business decisions, mitigate risk and take action.
- **Workforce Analytics & Reporting** - Deliver actionable, quantitative insights to your business leaders with a powerful combination of talent and business data that produces easy to understand and consume information. Creates a catalyst for positive change in the business.
- **SAP Jam** - Improve employee productivity and teamwork by combining collaboration, communication and content-creation tools with a private social network for your organization. Jam's remarkably simple video and screen capture lets everyone share his or her expertise – even right from a mobile device.

Employee Central

The HR function is moving beyond automating processes, reducing costs, and compliance — to drive people decisions that grow the business. However, the majority of today's HRIS solutions serve merely as filing cabinets for record keeping with no business impact. Silo'd from talent, they prevent companies from making workforce decisions based on a 360-degree view of the employee. They also feature primitive analytics that provide minimal insights into the workforce and no support for workforce planning.

Another shift is the employee demographic. More technology-savvy people — those who have grown up using collaborative, user-friendly, and graphic technology — are now entering the workforce. However, today's Core HR systems are made for super-users and specialists. Using these systems requires extensive training and results in low adoption. Finally, current onpremise Core HR solutions are expensive to implement and maintain, deliver little innovation, and are difficult to upgrade.

A New Approach to Core HR — SuccessFactors Employee Central SuccessFactors Employee Central is the industry's only Core HR solution that not only provides comprehensive, integrated Core HR capabilities — it is specifically designed for business execution.

Integrates with Talent

Through seamless integration with talent, Employee Central provides the ability to make more impactful workforce decisions. By using complete employee profile, talent, and core HR information, companies are able to make more well-informed people decisions — setting goals aligned with employee strengths and interests, promotion, and development driven by a complete view of the employee, and effective onboarding, among others.

Includes Actionable Analytics

With all workforce data in one place and support for financial and operational data from external systems, Employee Central helps HR measure the workforce-business results link, and make decisions that impact financials. Based on 30 years of expertise, it provides simple reporting tools, 2000+ built-in metrics, benchmarks for any company, and support for trending and drilled-down analyses.

Supports Collaboration around Business Goals

Employee Central enables employees to leverage their talent, Core HR, and personal profile data to collaborate on business goals. It provides intuitive tools to form groups, network, and share knowledge around common goals, interests, projects, work experience, locations, and much more.

Provides Enterprise-Grade Core HR functionality

Employee Central is an enterprise-grade Core HR solution driven by effective dated entities. It provides support for any combination of business units, geos, or cost centers to model and manage any workforce. It enables HR to quickly implement any job structure without code, spreadsheets, or offline processes. It also supports any



pay structure enabling companies to vary pay by geo, job class, grade, or legal entities. Employee Central facilitates reporting and industry compliance by making sure all user actions are saved and easily accessible through point-in-time reporting and easy audit trail reports.

Designed for Everyone

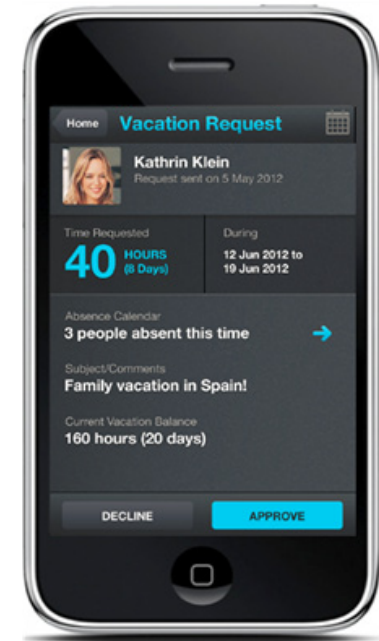
Like all of SuccessFactors' offerings, Employee Central is built for its 10 million users in the cloud. This approach results in a radically simple user experience for every role in the organization. Specific to core HR transactions, it reduces errors in self-service and boosts adoption through innovations such as built-in wizards, smart business rules, org charts, inline comments, audit history, and flexible workflows.

Provides Seamless Integration

SuccessFactors handles the integration between Employee Central and any system including payroll, benefits, ERP, and time management solutions. Its cloud-based integration platform enables enterprise-class, fast, and cost-effective integration. Also, SuccessFactors' partnership with leading payroll providers further accelerates integration through the use of pre-built connectors.

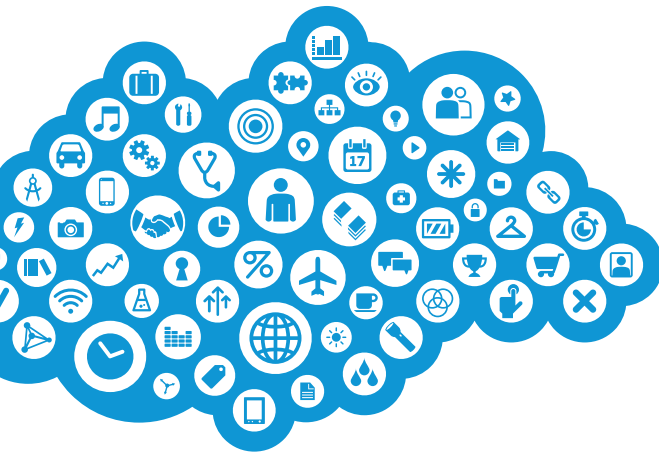
Runs in the Cloud

Employee Central is a pure SaaS-based solution with a much lower total cost of ownership (TCO) than on-premise core HR solutions — customers have seen up to 3X lower TCO over five years. Also, it easily scales as business needs expand while delivering constant innovation without disruption.



About SuccessFactors, an SAP Company

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Recruiting

Are Your New Hires Making an Impact on Your Business?

Hiring the best talent is still a competitive sport. You have to be better, faster and more nimble than your opponent to get the hires that will drive your business forward. But, do you know what's working and what's not? Are your sourcing strategies attracting the right candidates? Is your website engaging them? Is your talent pool growing? Is your selection process effective? Are you moving the needle?

Unfortunately, many companies are struggling to answer these questions with strategies and technology that are not keeping up with the pace of change in the recruiting market. Replacing a bad hire can cost as much as 3 times that individual's annual salary. That's moving the needle backwards! It's harder to measure the cost of not knowing about the perfect candidate for the job, or losing a good candidate due to a poor website, but it's always costly in a competitive market.

SuccessFactors Recruiting has a comprehensive approach that can help

SuccessFactors has created an end-to-end Recruiting solution that combines an intelligent and social Recruiting Marketing process with a mobile and collaborative selection process that will drive better hiring and better business results.

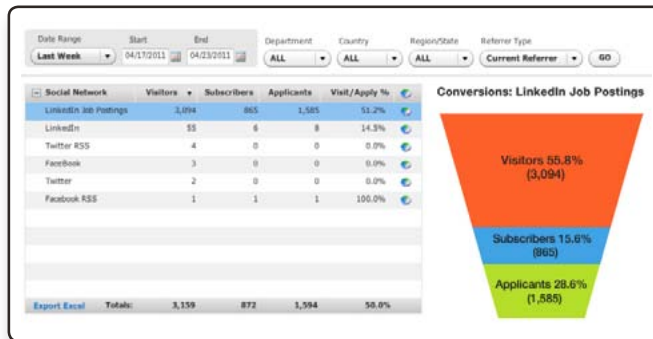
This unique combination creates a next generation set of tools that will take your recruiting to a more strategic level. And, as part of the SuccessFactors HCM suite, it becomes an even more powerful part of your overall talent strategy.

SuccessFactors Recruiting is a complete recruiting solution that helps companies hire better by attracting, engaging and selecting the best fit talent.

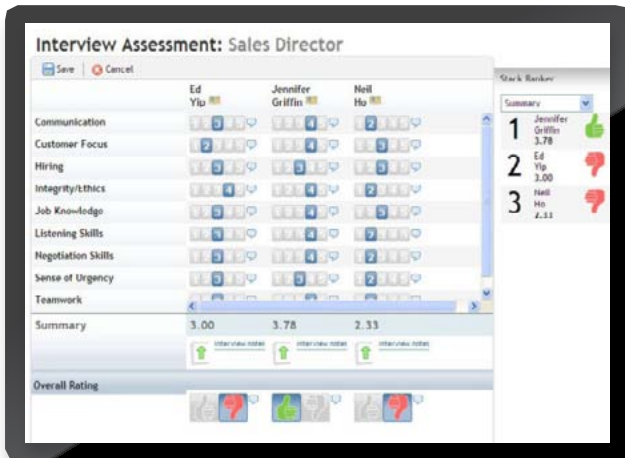
Attract & Engage Better

You may be using the wrong job advertising strategy. But, how do you know? How can you tell what really works? Job boards, corporate career sites are even social networks are not enough to find the best talent anymore. You need a personalized, dynamic, multi-channel approach that gets your jobs in front of the **right candidates** with the **right message** at the **right time**. SuccessFactors Recruiting gives you the tools you need to take control of the rapidly-changing world of social networks, search engines and mobile devices. Every job opening becomes a marketing campaign, so that it shows up exactly when, and where the right candidates are looking for it, whether that's on their mobile device, or their favorite social network.

But, attracting the right candidates is only the first step. Most candidates (as high as 90%) will not apply the first time they see an opportunity. You need to capture their attention, create interest in your company and encourage them to sign up for more information so that you can keep them engaged until the timing is right. SuccessFactors interactive solution enables you to initiate relationships and maintain contact in a systematic fashion with sophisticated automation. This means less work for recruiters with more return on investment.



SuccessFactors' award winning Recruiting Dashboard™



Competency-based interviewing = fast & fair

Select & Hire Better

SuccessFactors Recruiting helps you create an objective, collaborative, and mobile selection process that's simple, yet effective.

With an experience that's as intuitive as that of popular consumer sites, SuccessFactors Recruiting ensures that occasional users, like hiring managers, don't get left behind. A unique one-page candidate application, simple candidate feedback process and the ability to customize views and workflows makes hiring easier for everyone.

Built-in integration with our collaboration solution—SuccessFactors Jam—makes it effortless for everyone on the interview team to initiate and capture discussions about candidates.

Social referral tools ensure that every employee and potential candidate is connected back to you, through social networks, which extends your company's reach with viral job distribution through LinkedIn, Facebook, Twitter and email.

You can't keep candidates waiting and you can't always wait on input from hiring managers. The best way to keep things moving is to make the process mobile. It's never been easier to submit candidate feedback after (or even during!) an interview from a smart phone or tablet. And managers can approve requisitions or offers wherever they are.

Measure Success

The answer to 'how do you know what's working' is SuccessFactors' award winning Recruiting Dashboard™. Finally, you'll have total visibility to the metrics you need, helping you maximize how you spend your recruiting dollars and focus on the strategies that most effectively drive down your cost per hire.

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Mobile recruiting keeps things moving

Built for business execution

How do you know you're driving business results with your hiring? As part of SuccessFactors HCM suite, recruiting decisions become tightly integrated with your strategies for workforce planning, succession, onboarding, and internal mobility. And your recruiting processes are informed by data from performance reviews, career planning and learning programs. Built-in recruiting insights ensure that you can measure the impact of your hiring by answering the strategic questions such as:

- What segments of the organization have the most unfilled positions?
- What percentage of critical roles are unfilled?
- Which recruiting sources produce the most successful candidates?
- How many candidates are we attracting for critical roles?
- Do our employee referral applicants convert at a higher rate?

SuccessFactors Recruiting transforms the hiring process into a more strategic and measurable part of a complete talent strategy with the only truly end-to-end recruiting solution on the market. If you're ready for a next generation recruiting solution that will drive better business results, then you're ready for SuccessFactors Recruiting – a key part of the SuccessFactors HCM suite.

cloudinfo@successfactors.com | Toll Free: 800 809-9920 | www.successfactors.com

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Onboarding

Laying the foundation for employee success

Ever wonder why employees quit after less than a year? Or why some new hires come up to speed faster than others? Onboarding is a critical part of a good talent management strategy, but it is one of the least mature talent processes. As a result, onboarding often doesn't have the positive impact that it could. Piles of paperwork, missed details, and busy managers often make a poor first impression on the new employees and increase ramp time.

Studies show that more than 80 percent of new employees decide whether or not to stay with a company within the first year of being hired. An unorganized or incomplete onboarding process can cause those employees to rethink their decision to join the company just when they would be the most enthusiastic.

SuccessFactors Onboarding has a comprehensive approach that can help

SuccessFactors Onboarding, part of the SuccessFactors HCM Suite, takes a fresh approach to onboarding. Through a process that is easy, automatic, and personal, SuccessFactors Onboarding improves first-year retention and reduces ramp time by focusing on three key areas:

- **Guiding** HR, the hiring manager, and the new hire through the steps of the onboarding process to create a consistent and complete process every time
- **Connecting** new hires with the right people and relevant content immediately, creating early engagement and ultimately improving retention
- **Developing** new hires quickly by seamlessly connecting onboarding to the other talent processes—such as recruiting, goal setting, and learning—and turning new hires into productive employees in record time

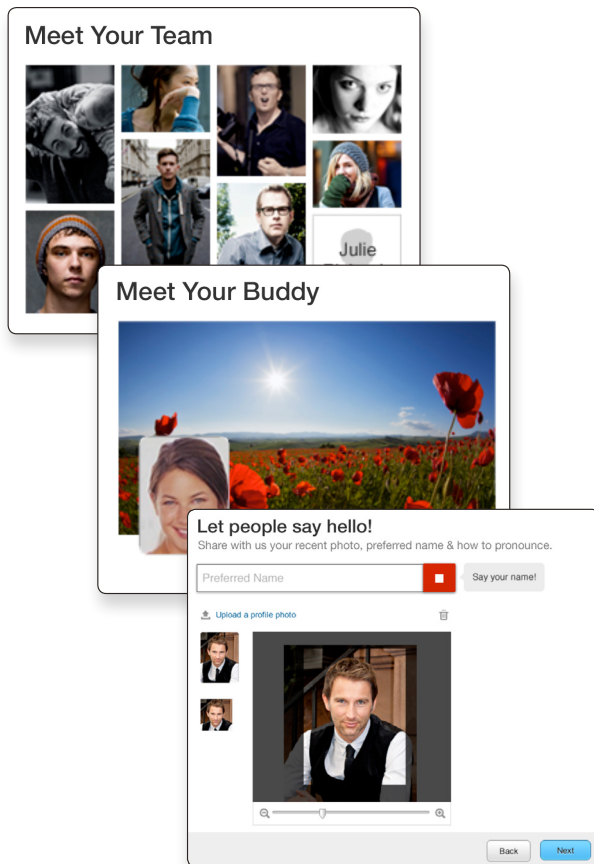
Improving efficiency and compliance through better guidance

You've optimized your recruiting process, you've worked hard on your employment brand, and you've successfully attracted and hired the best talent. But you might be seriously undermining those efforts if your onboarding process isn't working. Studies show that of all the people involved in the onboarding process, the hiring manager has the greatest impact on new hires. Yet, hiring managers often are the least engaged. They may think onboarding is HR's job. They may just be too busy, or they're traveling when the new employee starts. Either way, the process will automatically go better when specific guidance for hiring managers makes bringing a new employee onboard practically foolproof.

With SuccessFactors Onboarding, step-by-step wizards walk hiring managers through the process of how to prepare before the first day, and an easy-to-use dashboard makes it simple to track progress along the way. Corporate and legal compliance improves because all the paperwork and steps are built right into the process, so there is no question about which forms were e-signed and where they landed.

The screenshot shows the 'Onboarding' window for SuccessFactors. The 'PostHire Verification Step' is set to 'English'. The 'New Hire Set-up Information' section includes the following fields:

- Name:** First Name, Middle Name, Last Name, Suffix (dropdown).
- Dates:** Start Date, Hire Date, Orientation Date, Orientation Time.
- Hire Information:** Will the new hire complete his/her paperwork at home or on-site? (At Home / On-Site), Is the new hire a remote employee? (Yes / No), Please enter the new hire's e-mail address, Re-enter the new hire's email.



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Hit the ground running: Early engagement leads to better first-year retention

Starting a new job always creates some level of anxiety for the new hire—even seasoned executives! The first week is about learning the lay of the land—the physical land and the cultural land. SuccessFactors Onboarding provides tools that help new hires connect and feel comfortable even before the first day on the job.

SuccessFactors' own research shows that new hires begin to focus on delivering results only after they have finished all the paperwork and are past those first day anxieties. If you can help them build connections with their team and their co-workers before they start, employee engagement kicks in early and ramp time becomes shorter. With SuccessFactors Onboarding, not only can new hires complete most of the paperwork before they start, but they also can virtually meet their team and a handpicked group of co-workers and introduce themselves. Once new hires start, immediate access to the employee network gives them the ability to start learning at their own pace and to pick up conversations and content that are relevant to their roles. Getting new hires engaged with people and content early means they are more likely to stay with the company longer.

Reducing ramp time means faster time to productivity

Onboarding should never be an isolated process. If your team has set goals for the year, then why not share those goals with new team members immediately? Your learning process already delivers training according to role—why not apply that intelligence immediately to new hires as part of their onboarding? Why not extend your employment branding from recruiting through the first few weeks? SuccessFactors Onboarding is built on the SuccessFactors HCM platform and is designed to work seamlessly with all the other products in the SuccessFactors HCM Suite. You've integrated the rest of your talent processes— isn't it time to integrate the onboarding process?



Improving onboarding produces real business results

Many studies have connected an improvement in the onboarding process to business results, including reduced costs for paperwork and shipping, improved first-year retention, and faster time to productivity. If you're looking for a new way to improve the bottom line this year, check out our latest innovation: SuccessFactors Onboarding!

The SuccessFactors Onboarding Difference

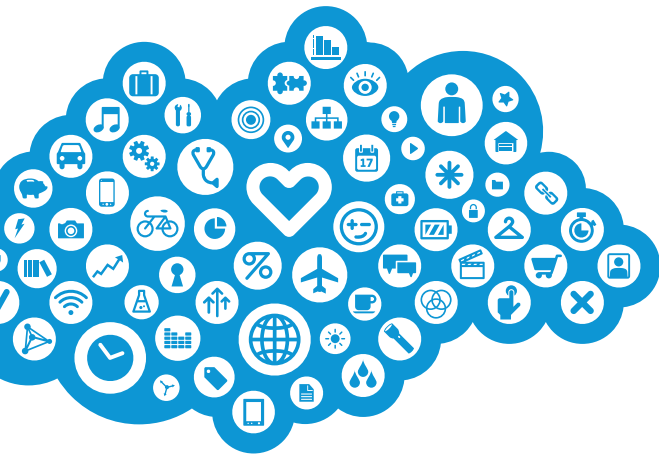
SuccessFactors Onboarding uniquely combines the critical yet tactical aspects of onboarding (compliance and orientation) with the more strategic aspects (socialization and connection to the other talent processes) to create an end-to-end process that drives better business results.

salesinfo@successfactors.com | Toll Free: 800 809-9920 | www.successfactors.com

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Performance & Goals

Effectively managing employee performance has never been more critical. Faced with fierce competition, and limited budgets, businesses must execute with razor-sharp focus or be left behind.

To succeed, organizations need a workforce that clearly understands the strategic business objectives and can quickly adjust course as business needs evolve.

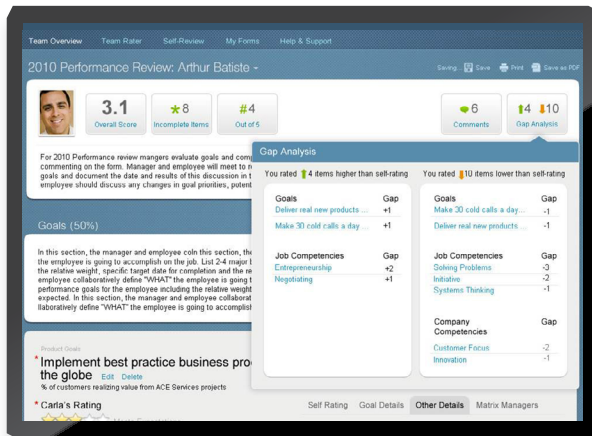
A powerful Performance & Goals solution enables managers to align employee activities with organizational strategy and monitor performance - providing subordinates with continuous, meaningful feedback and coaching.

Part of SuccessFactors HCM, **SuccessFactors Performance & Goals** is part of our industry leading **Talent solution** (Gartner, 2013 Magic Quadrant for Talent Management Suites) - providing an intuitive user experience and innovative capabilities such as Team Rater, Calibration, LegalCheck, Goal Library, and Assistants for Writing and Coaching.

These innovations help ensure aligned, clear goals and an objective, accurate assessment of talent. SuccessFactors' research shows that companies who leverage these capabilities outperform their peers, and even the broad market.

Help Managers Provide Accurate and Meaningful Feedback and Coaching

- With Team Rater, visually assess your team's performance - easily identifying top performers
- Leverage 360 degree reviews to help increase accuracy and effectiveness in providing feedback
- Writing Assistant and Coaching Advisor tools help managers eliminate writers block and provide more meaningful feedback
- Solicit feedback with unique, "Ask for Feedback" functionally (comments, not rating) in an easy, integrated approach that makes it easy to request and respond to feedback requests
- Improve dialogue and continuous coaching with SuccessFactors Mobile Touchbase.



Review forms display a comprehensive performance summary showing the overall employee rating and detailed weighted ratings.



Mobile Touchbase helps ensure continuous dialogue and coaching.



The Writing Assistant and Coaching Advisor

Create a More Accurate, Clear and Engaging Review Process

- An easy to use, next generation interface promotes faster user adoption, increased engagement and review completion rates, and better quality reviews
- Writing assistants, 360 degree reviews, and configurable review routings turn the review process into a valuable ongoing feedback loop between managers, subordinates, and peers
- Integration with MS Outlook lets users instantly add Outlook reminders so they never miss a review, and easily solicit and collect feedback from co-workers
- Unique Team Rater and Team Overview capabilities help managers ensure consistency and fairness across the team

Instill an Objective Meritocracy that Rewards High Performers and Helps Develop Others

- Align goals and performance with compensation to help create a pay for performance culture
- Calibration ensures objective, fact-based decisions around performance and compensation by removing manual calibration processes and providing intuitive, visual comparisons of employees

Help Employees and Managers Develop Fully Aligned, Meaningful Goals

- Goals Library of more than 500 SMART (Specific, Measurable, Attainable, Realistic, and Timely) goals provides instant recommendations
- Reinforce goals everyday with intuitive updating of effort, success probability, and comments
- Managers can set cascading goals and see individual, team, or company-wide progress
- Improve compliance by providing evidence of an objective review process. Plus, Legal Scan helps facilitate compliance with Sarbanes-Oxley and other regulations

Help Executives Clearly Identify Not Just High Performers, but Potential Future Leaders

- Visually compare and rate your talent—easily identifying top (and bottom) performers based on their individual competencies with Team Rater
- Help reduce risk and ensure compliance with Calibration and LegalScan
- View performance against goals (or all levels) via intuitive dashboards and spotlights
- Create a pay-for-performance culture
- Gain insight into organizational performance with powerful analytics and reporting

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Compensation

Employee compensation is the largest expense for most companies yet, compensation planning that relies on e-mail and spreadsheets is error prone, unsecured, and unproductive. Most solutions lack the deep integration with talent management systems to seamlessly bring the needed data to compensation administrators and line managers so they can determine who is truly high performing and reward them appropriately.

Part of SuccessFactors HCM, SuccessFactors Compensation is part of our industry leading Talent solution (Gartner Magic Quadrant 2013 for Talent Management Suites). SuccessFactors Compensation helps business leaders, compensation managers, and HR professionals dramatically improve budget accuracy, reduce risk, and tie their greatest expense—employee pay—to actual business results. Unlike personal productivity tools such as Excel, or other solutions that simply ‘reinterpret’ Excel spreadsheets, SuccessFactors Compensation streamlines and simplifies compensation planning, provides visibility and insight for total compensation management, and uniquely enables a pay for performance culture.

Run Comprehensive, Secure and Accurate Compensation Process

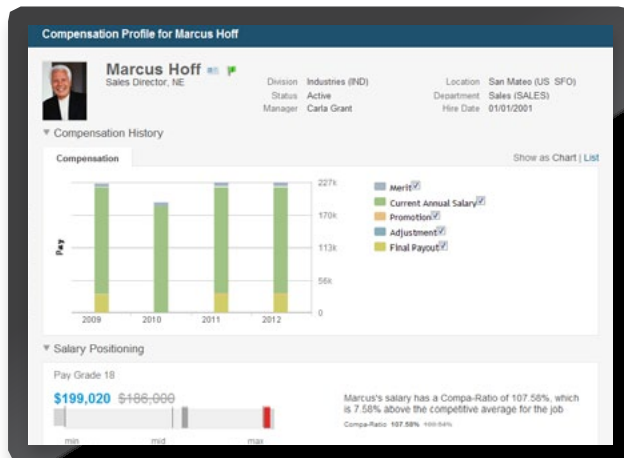
- Support for multiple compensation components including salary, bonus, and equity awards
- Validation checks and reports on data and calculations at each step allow administrators to detect and correct discrepancies as they occur
- Intuitive, configurable workflow and approval rules
- Automated routing with optional hierarchical approval
- simplifies communication and keeps the process on schedule

Ensure Fairness, Engagement and Retention with Calibration

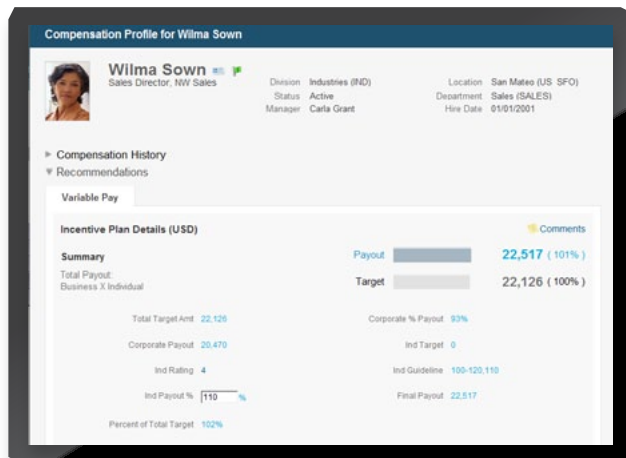
- Align and provide a clear linkage between employee performance and employee compensation
- Help ensure objective, fact-based decisions around performance and compensation by removing manual calibration processes and providing intuitive, visual comparisons of employees
- View ratings and pay distributions in bin and grid views and visually compare employees
- Use easy-to-read graphs, views and filters to make sense of calibration goals and status

Get Visibility and Insight for Total Compensation Analysis

- Gain comprehensive insight with Total Rewards Statements
- Track financial and business goals, and compare target metrics to actual results to determine payouts (using step scale models or linear interpolation)
- Quickly assess and validate compensation process with Live Metrics
- Forecast business and fiscal results to model different bonus payouts



SuccessFactors Compensation provides intuitive planning and instant insight into key compensation and performance metrics



Build robust variable pay programs and link rewards to employee and company performance

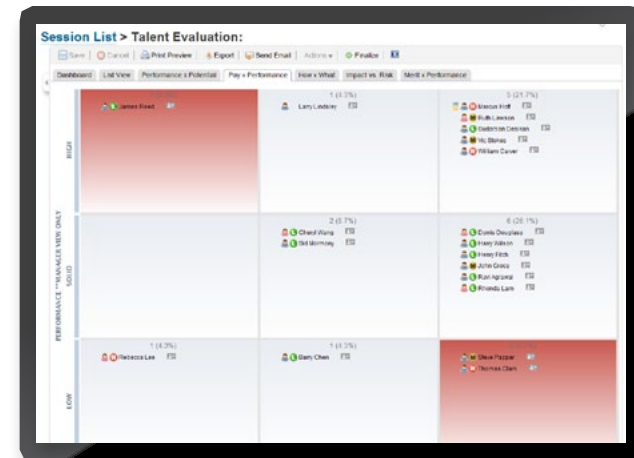
- More than 20 pre-built reports, covering: Pay for Performance, Budget Rollups, Exceptions, Discrimination and Legal Compliance, Employee Details
- Provide easy to understand reports of bonus calculations for managers and employees
- Compensation, training, and employee data can be combined with additional business data for more comprehensive compensation visibility and insight

Assurance that Budgets are Used Wisely, are Compliant and Auditable

- Flexible budget modeling with support for cascading and global merit planning
- Auto-calculated increases incorporate multiple elements (e.g., performance rating, job level, pay grade, range penetration, compa-ratio, etc.) as well as company guidelines
- Help Reduce Risk with Greater Legal & Audit Compliance
- Data for audits is automatically captured and stored
- Pre-built reports for Discrimination and Legal Compliance

Leverage the Power of a Complete Performance Management Suite and beyond

- As an integrated part of SuccessFactors HCM, compensation forms can be provided in 34 languages
- Complements best SuccessFactors Performance & Goal and Succession Management
- Native integration with SAP ERP HR and the Payroll data to “pay for performance”



Easily identify employees whose pay requires calibration through simple Merit vs Pay box

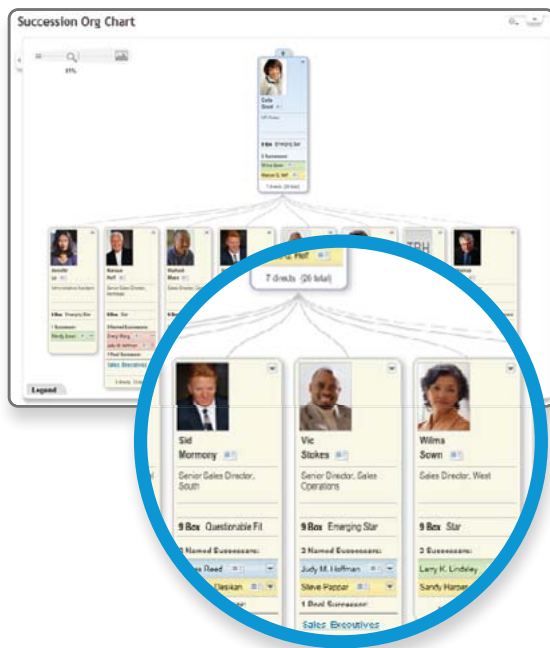
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Succession & Development

Having the right people in the right place to effectively execute on strategy is a perpetual challenge. In any labor market or economy, the talent gap can be severe inside an organization simply because workers are not always in the roles where they can add the most value. Or the unexpected departure of an executive or key employee can leave a profound talent gap that is difficult to fill. The cost to businesses is real and felt in the form of foregone opportunities resulting from leadership gaps, high replacement costs, and failure of companies to manage and align proper talent pools, especially for senior and critical positions.



The Succession Org Chart gives quick visibility into your talent gaps including key indicators such as “risk of loss,” “impact of loss,” and “bench strength.”

- How prepared is your organization to ensure the development and readiness of your employees to execute on your business strategies?
- What would be the impact to your organization's business performance if one or more of your key players suddenly walked out the door?
- Would your organization be properly aligned to promote talent seamlessly from within, without disrupting necessary daily business?
- Can your company afford to trade quality of business execution for time to talent search?

Ensure you have the right people in the right place for Business Execution.

SuccessFactors Succession and Development gives your organization the visibility it needs to identify and anticipate the talent gaps in your organization as well as provide the insight required to help you bridge those gaps. With support for individual, role, and position succession models and development plans, SuccessFactors Succession and Development helps you:

- **Know your Talent** - Collect valuable information about your employees that provides insight about their backgrounds, experience, expertise, performance, and career aspirations.
- **Identify Talent Gaps** - Easily identify where current and potential talent gaps lead to poor execution within your organizational structure. Assess the impact of loss to your business and gain visibility to your bench strength.
- **Close Talent Gaps with Development Plans** - Identify the competency gaps in your talent and build actionable development plans that balance the needs of the company with individual career goals. Broaden the Nomination Pool - Expand your talent search beyond your immediate sphere by leveraging robust nomination capabilities and a company-wide talent search engine.
- **Calibrate** - Easily ensure objective, accurate ratings of talent across groups and departments. Promote the Right Talent – Identify the right candidates to fill leadership gaps quickly and objectively using competency-based search capabilities and side-by-side comparisons of top candidates.

Feature Snapshot – Quickly Identify and Eliminate Talent Gaps

SuccessFactors Succession and Development helps organizations proactively plan for change by providing visibility into existing talent pools and potential talent gaps and gives you the intuitive tools, reports, and search capabilities to identify quality successors. Key capabilities include:

- **Succession Organization Chart** - A dynamic, easy to read visual summary of existing and potential leadership gaps.
- **Talent Search** - Company-wide successor searches using comprehensive search criteria.
- **Performance-Potential Matrix** - Plots employees along an easy to read chart that clearly identifies top and under performers.
- **Side-by-Side Comparison** - Easy candidate comparison by dimensions such as education, experience, and more.
- **Employee Scorecard** - Vital metrics for each employee in a single baseball card-like snapshot.
- **Instant Nominations** - Instantly search for successors and nominate them on the fly.
- **Succession Lineage Chart** - Insight into the “domino effect” that could take place if a high-level succession plan is put into action.
- **Career Development Plans** - With a rich competency library of nearly 100 competencies including behavioral descriptions, managers and employee can create actionable plans that address competency gaps and career goals.
- **Calibration** - A visual and highly interactive way to identify top performers for succession plans and ensure an accurate rating across teams, geographies and the entire company.



Performance-Potential Matrix

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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 uniquely and powerfully address any type of learning requirement – from formal, compliance driven training to social /informal communities, and even external training environments – all from one seamless cloud-based solution.



Learning Analytics

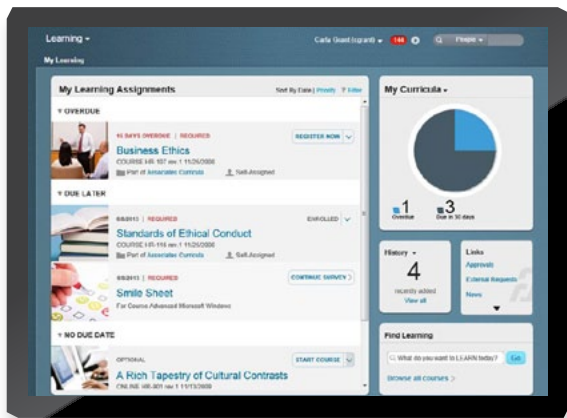
What's the real impact of your learning programs? Beyond course completions, learning must prove results that matter to the business - whether its through the Kirkpatrick Levels of Corporate Training Evaluation, or other internally assigned metrics, learning administrators must be able to answer questions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

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

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

Learning Management System (LMS)

A 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, organizational development and compliance objectives, or for individual, personal development. Plus, it ensures 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.



Social Learning

Adding Social and Informal learning to formal learning creates comprehensive blended learning that accelerates employee and business performance. With SuccessFactors Social Learning you can easily find social communities and content relevant content thru a global learning search, collaborate with subject matter experts, and 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 & 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, suppliers, resellers, customers, contractors, volunteers, or 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.

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Learning Analytics

From Learning Metrics and Analytics to Business Outcomes

“The relationship between learning and analytics is often misunderstood and under-utilized” say Peter Howes and Ed Cohen in the SuccessFactors white paper titled *Learning and Analytics*. Typically, when people discuss analytics for learning, it is in terms of transactional reporting within a specific Learning Management System (LMS), including course completions, scores, and pass rates.

Learning impact analysis is a methodology for creating insights on how investments in training and development impact business outcomes. It is critically important to maintaining workforce engagement and sustainability, and aligning your workforce with future strategic objectives of your organization.

Learning Analytics

SuccessFactors Learning Analytics combines the analytic and reporting capabilities of SuccessFactors Workforce Analytics with learning metrics standards to deliver powerful insight to Chief Learning Officers, and HR and Learning professionals wanting to better understand the impact of training across their organization.

Learning Analytics can help you understand how, where and to whom training is delivered and through this understanding can help measure the efficiency of internal and external training sources and the overall impact of training experiences on employees. Learning Analytics can also help organizations to pinpoint where training resources are focused and what types of course are emphasized, providing insight into the connection between training curricula and human capital strategies.

Learning Analytics delivers metrics related to the volume, type, cost and effectiveness of the training courses provided by your organization, as well as to the mix of attendees, by org structure, employment type, tenure, gender or age group. Examples of metrics include: training hours per employee/event/FTE, training penetration and productivity rates, and training course cancellation and completion rates.

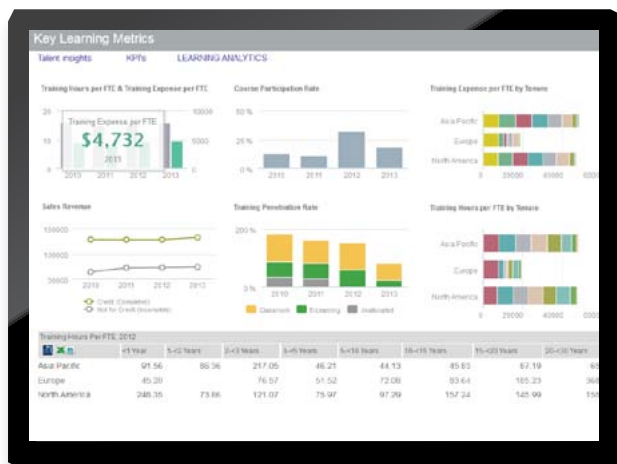
Every measure and metric delivered with Learning Analytics comes with a clear definition and the formula for how it is calculated, to ensure a standard and mutual understanding across all users.

Learning Analytics helps with common learning questions that organizations seek to answer. Examples include:

- What course types and source delivery channels generate the highest completion rates?
- Do longer tenured employees continue to grow via training, or is training disproportionately offered to, or attended by, newer employees?
- How does the performance of employees participating in optional training programs compare to those not participating?



Example of learning metric included with SuccessFactors Learning Analytics



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- What percentage of poor performers improved within a year as a result of specific learning programs?

Learning Analytics helps you engage business leaders, HR, finance, sales and operations with business metrics to really show what impact training is having and what needs to be measured. Segmenting learning metrics by employee, program, and organizational dimensions enables internal benchmarking and more precise interventions.

SuccessFactors Learning Analytics is available only to SuccessFactors Learning Management System (LMS) cloud customers. Companies with alternative LMS's can get these capabilities with SuccessFactors Workforce Analytics, which is also the next step up the capability spectrum for Learning Analytics customers. With Workforce Analytics, companies can bring together LMS data with information from additional source systems like CRM, Financials and Surveys to deliver insight into the impact of learning investments on business outcomes.

Advanced Reporting

SuccessFactors Platform is a prerequisite to deploying Learning Analytics. SuccessFactors Platform includes the Online Report Designer, a user-friendly yet advanced tool to enable Learning professionals to build or customize their reports and analytics dashboards and share findings and results with others.

With Online Report Designer you can create reports based on real-time transactional data from your SuccessFactors Learning Management System. You can swiftly generate your own custom reports and dashboards to visualize your queries in tabular list format, as pivot tables, and in a wide variety of chart styles. It enables powerful formatting of reports, including output in PDF, PPT, Word, and Excel.

Scheduling and distributing reports are made easy and role-based security and permissions let you securely share information across the organization.

Interactive, real-time dashboards built with Online Report Designer provide insight into Learning processes and effectiveness across the entire organization by aggregating the most relevant information all in one place and providing you with a choice of relevant filters such as reporting level, organizational group, division or location.

Power in the Hands of Learning Professionals

Designed to meet the demands of today's HR and Learning professionals, Learning Analytics and the Online Report Designer capabilities in SuccessFactors help to accelerate business execution by delivering the right information just in time. Learning Analytics helps you deliver business cases based on hard data for what training you are doing and why and demonstrate why investing in a particular program would help the company execute on its strategy and deliver ROI through authoritative insight.

SuccessFactors does not stop here. SuccessFactors Workforce Analytics leverages its comprehensive library of metrics across various functions (performance, compensation, succession, financials, CRM, surveys, etc.) to take your workforce data to a new level of analysis and provides actionable insights like never before to help you make confident strategic and business decisions. SuccessFactors Workforce Analytics adds capabilities like Headlines, benchmarks, standard metrics across various functional areas, Analytics Workspace and more. To learn more about SuccessFactors Workforce Analytics, go here: http://www.successfactors.com/en_us/solutions/bizx-suite/hr-analytics-cloud/workforce-analytics.html

Workforce Planning

What If You Knew the Impact of Your Decisions Before You Had to Make Them?

Are uncertain economic times or changing workforce dynamics forcing you to change the way you conduct business? Are you looking at mergers, acquisitions or divestitures as a way to weather the economic storm? Will the expected global skill shortages or the aging workforce expose your organization to significant risk? Knowing the consequences of your decisions upfront makes all the difference in your ability to execute your strategy effectively. What if you could...

- Investigate and quantify the financial implications of strategic workforce planning decisions?
- Model the skills and competencies needed to meet your future growth strategy?
- Forecast career progression and analyze where any gaps will impact your ability to execute your strategy?
- Dynamically model organizational changes and their financial implications – in real time?
- **Make Informed Decisions** – formulate your strategy with greater confidence knowing your forecasts are based on credible workforce data from across your business systems
- **Mitigate Risks** – identify the skills and competencies needed to meet your growth strategy, any gaps produced by workforce projections and the associated risks
- **Optimize Your Results** - dynamically model different workforce scenarios and understand their financial implications – in real time - with robust “what-if?” financial modeling

Build the Foundation of your Future Success Today

With SuccessFactors Workforce Planning organizations can conduct sophisticated workforce analytics and modeling to create strategies today to insure their readiness for the future. This proven solution has been used by Fortune 500 companies around the globe for almost thirty years to help them inform business strategy and bridge the execution gap between strategy and results. SuccessFactors Workforce Planning helps:

Proven Methodology Delivers Real Results

Recognized as the global leader in defining, gathering and interpreting workforce information, designing workforce plans and developing strategic interventions, SuccessFactors has a proven methodology that accelerates organizations ability to execute effective workforce plans. The five key concepts central to this methodology are:



Identify and address critical workforce issues before they become a problem

Get a Jump Start with Expert Advice

SuccessFactors Workforce Planning customers are part of an active user community with access to expert advice and support in the strategic use of workforce data. Services can include:

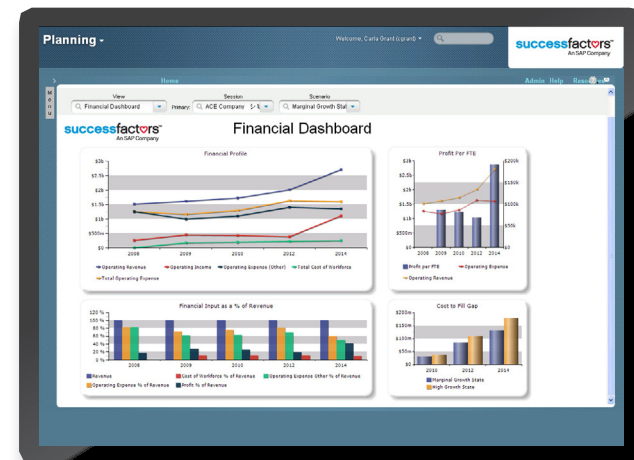
- Access to experts in the field of workforce planning, human capital strategy, human resource interventions, metrics, and data usage that drive business execution.
- Professional development services designed to help you develop the skills necessary to improve the positive impact data can have on your organization.
- Regular product webinars that cover timely, relevant topics, and share customer insights with the broader community.

- **Strategic Analysis:** identify future state and scenarios
- **Supply and Demand Forecasting:** project the size and shape of the future workforce required to execute on business strategy
- **Risk Analysis:** ascertain workforce risks that pose a threat to business strategy execution
- **Strategy, Impact and Cost Modeling:** develop interventions and the associated impacts and costs
- **Action and Accountability:** determine how to integrate workforce strategies into overall corporate strategies and how to measure success

Feature Snapshot

SuccessFactors Workforce Planning includes:

- “What if?” impact and cost modeling - quantify the impact of various workforce scenarios, comparing the true business impact of employee hiring, development, and retention decisions.
- Automated internal supply forecasting
- Demand modeling, forecasting and gap analysis for skills across critical job roles
- Impact analysis and action planning
- “Strategy Bank” of workforce planning designs and strategic interventions
- Metrics and Benchmarks - The most complete and reliable workforce benchmarking database in the world sourcing from real transactional data, not error-prone self-reported surveys. Consistent definitions and benchmarks can be viewed by dimensions such as gender, age, and ethnic background or by job characteristics such as function, tenure, or salary.



“What if” financial modeling and dashboards help you quantify and communicate the impact of different workforce scenarios

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Workforce Analytics

Your HR Big Data Solution to Enable Effective Decision Making

Do you make decisions about your people with the same rigor and confidence as your decisions about money, customers, technology or business opportunities? Do your analytics contain stories and insights that readily communicate results and action to your executives? Do you know how you compare to other companies in your industry or region?



Tell the manager precisely what they need to know.

What if you could confidently answer...

- What is our actual headcount?
- What is our profit per employee? Is it going up? How does it compare to our competitors and industry leaders?
- Which business units or regions have the highest or lowest goal achievement percentage? Why?
- What is our voluntary turnover rate among top performers and how does that impact our ability to meet our strategic goals?

SuccessFactors Workforce Analytics provides concrete and actionable insights on workforce data to drive your business strategy today and help you plan for the future. You can take advantage of over thirty years of field experience and research to accelerate the positive impact it can have in your organization. SuccessFactors Workforce Analytics helps organizations:

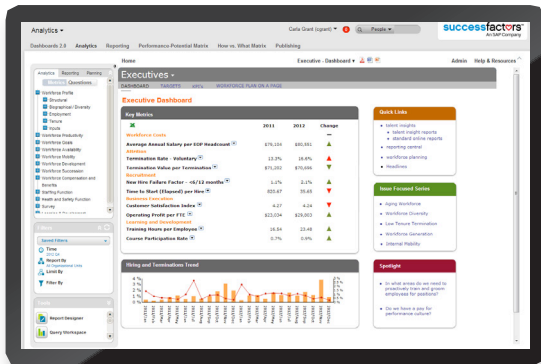
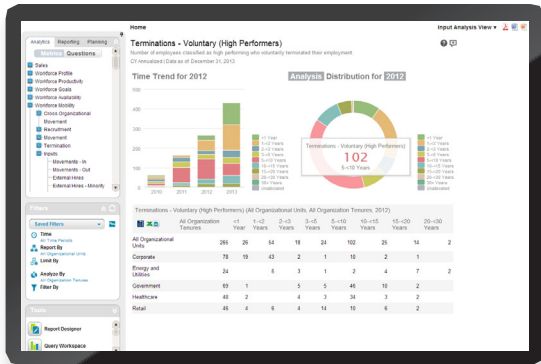
- **Understand what's happening in your workforce and why** – Powerful, easy-to-use drag and drop interface allows you to correlate multiple data streams (core HR / talent data with financial / CRM / survey data) and analyze across measures and dimensions – all in one location.

- **Hone business strategies** - Identify the leading indicators of organizational effectiveness and formulate action plans to achieve your corporate goals.
- **Improve workforce profitability** - Create targeted initiatives based on empirical evidence, not “gut feelings”.

Proven Solution that Delivers Results

With SuccessFactors Workforce Analytics you can leverage the technology and expertise of the recognized leader in global workforce analytics and workforce planning to accelerate your organization's understanding of big data in HR and use of strategic workforce data to drive business impact with:

- **Trusted, integrated data foundation** – Focus discussions with business leaders on opportunities and action plans rather than trying to defend the accuracy or completeness of your data. Relate information to what the organization is doing as a whole by correlating core HR and talent data with financial, CRM and survey data.
- **Well understood metrics and definitions** - Create a consistent language for discussions across the organization using SuccessFactors 2,000 pre-defined metrics and measures.



Uncover powerful insights across your integrated people and business data with compelling visualizations, standardized metrics and world-class benchmarks

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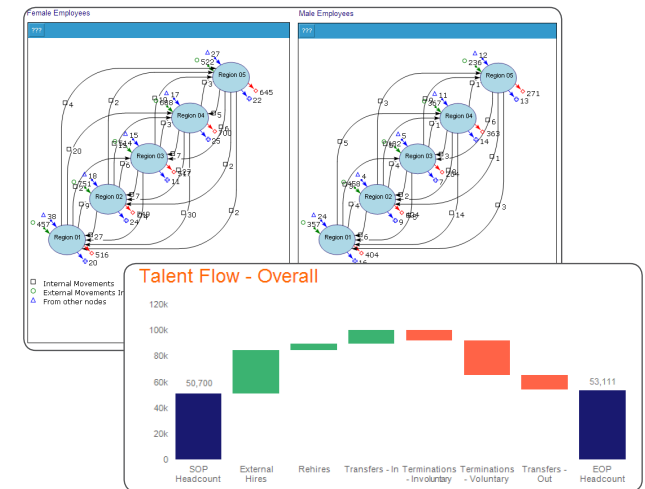
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- **Unparalleled benchmarks** – See how you stack up against your peers by industry, revenue, location, etc.
- **Content for HR** - With over 600 person-years of unique HR content and research, SuccessFactors Workforce Analytics will guide you as to which metrics are relevant to your business, why they matter and recommended strategies proven to deliver positive outcomes.
- **Customer Community** - Share insights and best practices with other customers to learn and evolve your use of strategic workforce data.

Advanced Analytics, Insights and Impact

Advanced capabilities of SuccessFactors Workforce Analytics include:

- **Metrics and Benchmarks** - The most complete and reliable workforce benchmarking database in the world sourcing from real transactional data, not error-prone self-reported surveys. Consistent definitions and benchmarks can be viewed by dimensions such as gender, age, and ethnic background or by job characteristics such as function, tenure, or salary.
- **Headlines** – The system continually mines HR and talent data across the organization, finds pain points and hot spots relevant to each manager, and presents custom alerts to individual managers in common language, to highlight specific areas of concern.
- **Question Driven Analysis** – Use predefined questions to arrive at analysis and benchmarks, answer common and critical human capital questions, and drill to detail to understand root causes, trends, hotspots or inefficiencies.
- **Talent Flow Analytics** – Simplify the measurement of complex organizational mobility in one simple visual across workforce segment, business unit, location or job family. Modeling capabilities help you understand how the movement of talent impacts hiring decisions, cost models, career-pathing initiatives, succession plans, and risk management.



Talent flow analytics help you understand and visualize how the movement of talent impacts hiring decisions, cost models, career-pathing initiatives, succession plans, and risk management

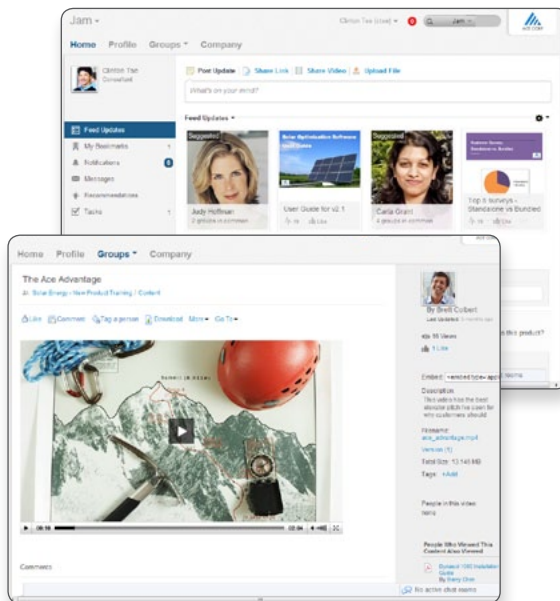
- **Analytics Workspace** - Analyze trends across multiple measures and dimensions using powerful, yet easy-to-use drag and drop interfaces. Apply fundamental statistical methods readily, including scatterplots, significance tests, correlations, regressions, and multiple comparisons. Gain deeper insights with a one-stop analyses shop.
- **Online Report Designer** - Generate your own reports and dashboards in PDF, Word, or Excel. Set distribution schedule for PDF version as needed.
- **Ad Hoc Reporting** - Create transactional queries in real time with pivot tables and charts with rich graphic styling, and the ability to drill to employee level.
- **External Data Sources** – Analyze not just HR and Talent data, but connect to and correlate data from across HR, business- and operations system (ERP, CRM, survey data, etc.), to gain a unified view of the impact of HR programs on business performance.



SAP Jam

Drive Results with Social Collaboration

SAP Jam delivers social collaboration where you work, connecting customers, partners, and colleagues with information, applications, and processes to solve business-critical problems and to drive results – all in your business applications, on your mobile device, or in SAP Jam.



With SAP Jam, you can reduce the time and costs needed to deliver learning to your organization.

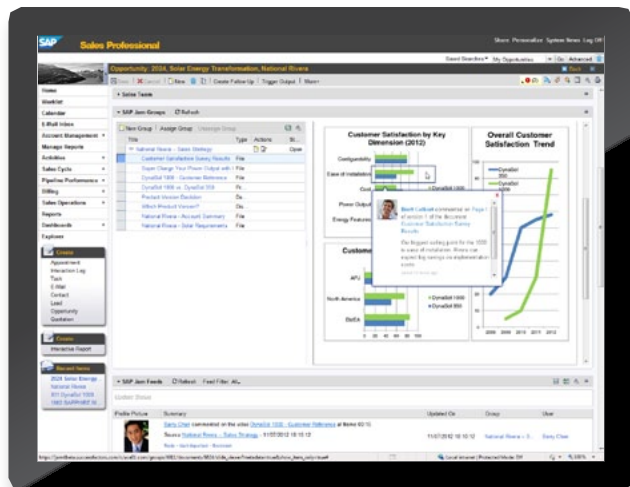
Whether it's to collaborate on a sales strategy and engage customers, drive feedback on a new finance policy, or to select and manage key suppliers, social needs to be core to your work to decrease training costs, shorten sales cycles, and reduce supplier risk.

SAP Jam eliminates social silos

SAP Jam eliminates social silos in your organization by delivering a single, secure, cloud-based foundation across your entire company, applications, and business processes. By bringing together social collaboration under one roof, you get a unified work experience that pulls together everything you need to collaborate with customers, partners, or colleagues.

Turbo-charge your work and applications SAP Jam brings together several types of social collaboration including social networking, collaboration with external participants (customers, recruits, partners, vendors, suppliers), structured collaboration for problem solving (business tools to strategize, rank items, enabling groups to weigh in on options, etc.), and business process integration. Only this combination of features enables you to seamlessly bring social into any business process: social learning, social opportunity management, collaborative customer engagement and more.

Department	Benefits in making your work social
HR	Reduce training costs with social learning Streamline HR processes Share best practices to drive engagement
Sales	Shorten sales cycles with social opportunity management and 'deal rooms' Strengthen relationships and boost win rates with collaborative customer engagement
Customer Service	Improve time to resolution and contact center metrics with collaborative case management Increase customer engagement to improve satisfaction
Marketing	Streamline program planning, execution, and analysis with social campaign management Keep projects on track with social vendor management Collaborate with social media data to drive rapid analysis and customer response
Supply chain	Involve cross-company teams in collaborative vendor or bid selection Quickly align sales planning with inventory forecasts with collaborative sales and operations planning
IT	Avoid social silos by delivering a social collaboration foundation across the business that provides a single, seamless, aggregated experience



Streamline sales opportunity management by bringing social collaboration with SAP Jam directly into SAP CRM

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Capabilities

Social networking

Content creation, sharing and viewing content

Structured collaboration and problem solving

External collaboration

Social business process and integration

Administration and support

Features

Communicate and collaborate: Profiles, groups, group overview pages, discussions, comments, micro-blogging, status updates, feeds, email notifications, @mentions, liking. Follow people and objects.

Messages: Chat and direct messages

Motivate and reward: Kudos (badges) and integration to third party gamification vendors

Mobile Clients: Available for iPad, iPhone, Blackberry, Android

Discover: Find content, people, groups, or data via recommendations

Create and share multimedia: Record and upload audio files, videos, photos, screen captures; add annotations

Create and share content: Wikis, blogs, file sharing and annotation, view and edit Microsoft Office Word, Excel, PowerPoint files; use private folders, bookmarking, tagging, search

Create pages with the built-in WYSIWYG editor. Allows for easy updating of pages without knowledge of HTML including static and dynamic content

Strategize, organize, and brainstorm, or make decisions: Pro/con analysis, dynamic agenda builder, ranking, timelines and decision approvals

Forums: Allow your teams to ask questions and get answers

Ideas: Collect and rank creative input

Drive work, action, and results: Task management, see all your tasks in one quick view

Poll for feedback: Ask questions, get answers, collect data

Work with external participants: Company-branded groups for working with customers, partners, vendors, or suppliers

Topic-based group templates: Make it easy to get up and running in a new group with pre-defined business templates

Integrate with the SuccessFactors platform: Social learning, onboarding, and streamlining of HR processes. Auto-profiling and provisioning.

Integrate with SAP cloud and on-premise solutions: Social opportunity management, collaborative service resolution, and collaborative campaign management for sales, service, and marketing. Social budgeting and forecasting for finance and business managers. Integrates with SAP Cloud for Financials, SAP Cloud for Customer (SAP Cloud for Sales and SAP Cloud for Service), SAP CRM and SAP Business Suite.

Make data-driven decisions: With the SAP BusinessObjects BI Platform integration

Integrate with third party solutions: Posting and viewing of content via any email client. Integrate with Microsoft SharePoint, Google Calendar, Google Docs, Twitter, Box, YouTube, etc.

Extend with APIs: Direct access to APIs to develop integrations, tools, and line of business or industry-specific social processes

Report: Summaries by activity, content consumption, contribution, engagement, etc.

Brand: Customize SAP Jam to match your corporate look and feel

Manage users or site/content controls: Compliance, filtering, content administration for managing private company content and enable/disable features

Support directory services and single sign-on: LDAP and SSO support. Auto-group creation and advanced security features such as configuration of maximum session length, RSS enablement, IP restriction, etc.

SuccessFactors BizX Platform

SuccessFactors BizX Platform provides a foundation for talent management and strategic human resources management. Powered by the SuccessFactors cloud, the SuccessFactors Business Execution (BizX) Platform contains a core set of functionality that is common across the entire SuccessFactors BizX software suite. Organizations can ensure a comprehensive view of employee skill sets, expertise, experience, and career interests. People can easily find the expertise they need, and leverage the power of social collaboration to work together virtually. And with built-in reporting and talent insight capabilities, SuccessFactors' BizX Platform delivers workforce intelligence that is actionable and helps customers drive tangible business value.

Access Your Organization's Talent

How well do you know your employees? Who has the skills, experience, knowledge and interest to take on a new role, effectively team on a project, or simply answer a question from a co-worker? Companies need a way to understand their employees' capabilities and interests to make it easier to get the right person in the right job.

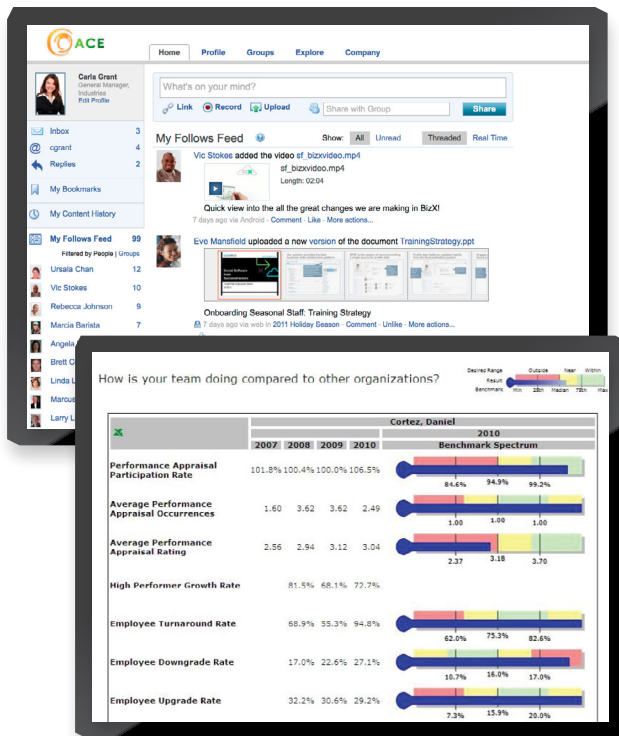
SuccessFactors' BizX Platform enables customers to create a continuously updated, easily searchable directory of employee skills, interests, experience and expertise. Through an intuitive profile-driven interface, employees can update their own information, find colleagues with relevant skills or expertise, and publicly recognize their peers. These profiles may combine information from any number of SuccessFactors BizX applications with what employees enter on their own. Colleagues or managers can view information such as previous work experience, educational background, certificates, licenses, language skills, and much more to ensure they have a comprehensive view of the organization's skill sets and that employees are working with the right people and on the right things.

Share & Scale Employee Knowledge

Once employees are connected, how do they collaborate if they're located in different parts of the world? How do product or subject matter experts scale their knowledge to the rest of the organization? How do dispersed teams share content and best practices?

Social collaboration capabilities within the SuccessFactors BizX Platform enable organizations to break down the functional and geographic silos that have led to many of the productivity challenges they face today. Rather than being confined to sharing and building their knowledge with a pre-defined set of colleagues, employees are now able to easily share and scale their expertise with everyone in the organization regardless of whether or not they know them, where they are located, or what department they work in. In just a few clicks, they can record a "how-to" video or screen capture, upload, download, and share documents publicly or privately, post new ideas, questions or suggestions to discussion forums, or dynamically form a group to encourage collaboration around a particular topic or project.





About SuccessFactors, an SAP Company

SuccessFactors, an SAP company, is the leading provider of cloud-based Business Execution Software, and delivers business alignment, team execution, people performance, and learning management solutions to organizations of all sizes across more than 60 industries. With approximately 15 million subscription seats globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise and best practices insights from serving our broad and diverse customer base. Today, we have more than 3,500 customers in more than 168 countries using our application suite in 35 languages.

With social collaboration, the SuccessFactors BizX Platform enables organizations to enhance productivity at every phase of the employee lifecycle. Organizations can streamline employee on-boarding and training processes, accelerate the pace at which employees become experts, broaden the degree to which experts can scale their knowledge, and more effectively capture their knowledge and best practices before employees move to a new position or retire.

Drive More Informed Talent Decisions

Talent applications like performance and goals management, learning, succession planning, and recruiting are redefining the way organizations think about Human Capital Management. Over time, these applications generate a rich and valuable set of employee data, but organizations often don't have the tools they need to derive actionable insight from that data. SuccessFactors' BizX Platform comes with a set of capabilities that helps customers act on employee data from SuccessFactors applications such as Employee Central, Performance Management, Recruiting, Succession, Compensation, and Learning, as applicable to your company. Organizations are able to leverage pre-built, standard reports and talent metrics, and slice and dice data across time, business units, teams, or locations. Executive dashboards give management a high level overview of the health and performance of the organization, and industry benchmarks enable you to compare your metrics with industry peers, provided you agree to participate in benchmarking with your own employee data. Through question driven analysis, including interpretation guides and strategy recommendations, HR is able to see the bigger picture, and address key questions about the workforce.

With customizable real-time dashboards across all talent processes, as well as ad-hoc reporting through our built in report designer, the talent insight capabilities within SuccessFactors' BizX Platform are simple to use and tailored for each customer.

Harness the Scale & Security of the SuccessFactors BizX Cloud

Many companies enjoy the benefits of "Software as a Service" deployment models for their internal and external needs. SuccessFactors has delivered its BizX suite of applications as a service since the company was founded over a decade ago, in what we call the "SuccessFactors BizX Cloud". Today, SuccessFactors has over 3,500 customers. We have 15 million users running in the BizX Cloud, and our largest customer implementation extends to 2 million users. Our customers are in 168 countries, and we support 34 languages, so we have the proven ability to support the growth and demands of any organization.

As part of the SuccessFactors BizX Platform, we provide access to a set of online administrator training sessions that we make available to our customers, as well as a set of intensive, hands-on workshops that are designed to train administrators on how to use the SuccessFactors BizX Platform's administration tools. Our expert instructors will provide in-depth training and answer any questions you might have.