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 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 effectivedated 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

SuccessFactors, an SAP company, is the leading provider of cloud-based Business Execution Software, which drives business alignment, optimizes workforce performance, and accelerates business results. SuccessFactors customers include organizations of all sizes across a wide range of industries. With more than 20 million subscription seats globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise and best practices insights.

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