

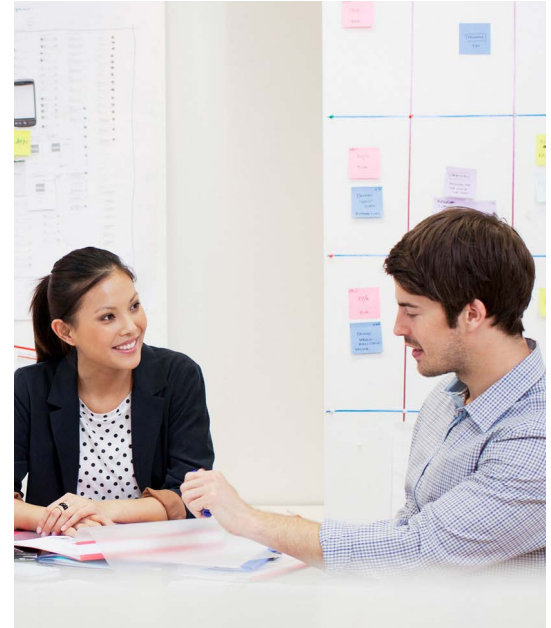


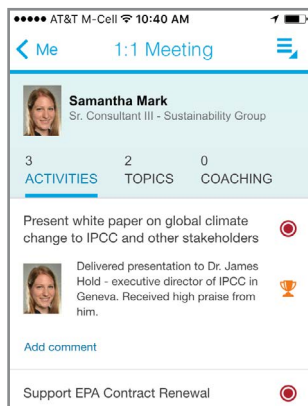
SAP SuccessFactors Performance & Goals

Effectively managing employee performance has never been more critical. Your organization faces fierce competition and limited budgets, and must execute with razor-sharp focus or be left behind. To succeed, you need a workforce that clearly understands the strategic business objectives and can quickly adjust course as business needs evolve. SAP SuccessFactors Performance & Goals helps your organization ensure strategy and goal alignment, continuously improve workforce performance, and accurately evaluate and recognize top talent.

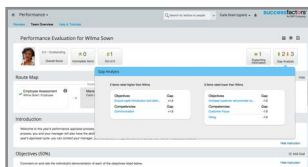
Powerful Goal Management

- Develop goals instantly with recommendations from the Goal Library of more than 500 SMART (Specific, Measurable, Attainable, Realistic, and Timely) goals.
- Continuously update employee effort, success probability, and comments with features like Mobile Goal Management.
- Give managers more control over goal execution with the ability to set cascading goals and see individual, team, or company-wide progress.





As part of Continuous Performance Management, Activity tracker captures employee tasks and gives managers the insight for more meaningful one-on-ones



Performance review forms display a comprehensive performance summary showing the overall employee rating and detailed weighted ratings

New! Continuous Performance Management

Now you can stimulate more continuous dialogue and feedback between managers and employees, helping them have more structured conversations about how to align and improve performance.

Employees:

- Keep managers up to date on what activities and achievements they are working on, what their priorities are, and what progress they are making
- Ensure activities always align to goals, even as they change throughout the year
- Capture achievements as they happen to more easily prepare for the more formal performance assessment

Managers:

- Track their teams' progress, ensure that they are working on the things that matter, and easily provide actionable feedback
- Use list of activities and achievements to hold more effective and structured performance check-ins when meeting face-to-face with employees
- Share simple coaching, putting special focus on what employees have done well and what can they do to improve their future performance

HR Leaders:

- Track how often one-on-ones happen in your organization, and remind employees and managers to not forget to hold them regularly
- Guide managers on how to provide simple and effective performance coaching

Accurate Performance Assessments

- Get better quality reviews, promote faster user adoption, and increase completion rates with an simple and engaging experience for everyone
- Capture a more balanced and complete view of employee performance with "Ask for Feedback" and 360 Reviews
- Eliminate writer's block and provide more meaningful feedback with Writing Assistant and Coaching Advisor
- Identify top and bottom performers based on their individual competencies with Team Rater and Team Overview
- Reduce risk of using inappropriate language in reviews with Legal Scan
- Ensure objective, fact-based decisions around performance and compensation with Calibration

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