
SAP SUCCESSFACTORS. A COMPLEMENTARY SOLUTION SUPPORTING HUMAN CAPITAL MANAGEMENT

As part of the SAP HCM offer, we propose to implement standard, on-premise software – SAP HR (main processes of “hard HR”) and a modern cloud solution SAP SuccessFactors to perform “soft HR processes”. SAP SuccessFactors is one of the most frequently chosen solutions of this type in the world and includes the following functionalities: employee performance appraisals, compensation management, succession and development, training, recruitment, onboarding, reporting and analytics, SAP JAM and Employee Central.

EMPLOYEES ARE A **KEY RESOURCE** OF EVERY ORGANIZATION. THEIR MOTIVATION, ENGAGEMENT, KNOWLEDGE AND SKILLS DECIDE ON THE SUCCESS OF THE COMPANY



At Hicron, both our experts and our external consultants work towards success to help you at each and every step of the project.

Anna Rutkowska
Business Consultant SAP
Hicron Sp. z o.o.

BUSINESS ISSUES

- ▶ Do your employees understand and carry out your business goals and strategy?
- ▶ Is the effectiveness of your organization's employees on a high level?
- ▶ Do your employees feel that they can develop their skills and that their potential is used?
- ▶ Do your employees receive tasks that match their qualifications and their salaries truly reflect their worth for the company?
- ▶ Do employees in your company feel appreciated and well-motivated to work as well as take on new challenges?
- ▶ Do you recruit the right candidates in the recruitment process at the right time?
- ▶ Is your company prepared for key employees leaving and able to identify future leaders inside your organization?
- ▶ Is your company a learning organization? Do your employees get access to the knowledge they need? Can they share it with others?
- ▶ Does your company continually monitor the effectiveness and employee turnover of new employees and thus does it know the cost of recruitment it incurs and how to prevent it?
- ▶ Does your company have proven onboarding procedures, both process-related and technological?
- ▶ Is your company ready to respond dynamically to the market situation?

WHY HICRON?

- ▶ Eleven years on the market of implementations and proprietary solutions. Hicron is a big, stable and trustworthy partner.
- ▶ A team of experienced consultants. Our consultants carried out many SuccessFactors implementations, as well as some "soft HR" ones in SAP ERP in the past for organizations of various industries and size, be it those employing several dozen or tens of thousands of employees.
- ▶ Business orientation. We deliver modern technological solutions to reach specific business goals. We are well-acquainted with Talent Management processes and we can talk about them with the business world.



THE SOLUTION IS AVAILABLE VIA A WEB BROWSER TO USE IT WHEREVER THERE IS ACCESS TO THE INTERNET

SUCCESSFACTORS - A SOLUTION SUPPORTING HUMAN CAPITAL MANAGEMENT

SAP SuccessFactors is a comprehensive solution consisting of applications supporting human resources management in various areas, such as talent management, recruitment, employee effectiveness management, or training management. All supported processes are also backed by advanced analytics and planning.

What distinguishes SuccessFactors, among other things, is the fact that it is a comprehensive solution supporting the entirety of HCM processes. It is also flexible and allows you to start implementing those components that fit your most important business needs. SAP SuccessFactors makes it possible to combine the human management strategy with the organization strategy to result directly in your business' success.

SAP SuccessFactors components:

- ▶ Employee Central
- ▶ SuccessFactors Performance&Goals
- ▶ SuccessFactors Succession & Development
- ▶ SuccessFactors Compensation
- ▶ SuccessFactors Learning
- ▶ SuccessFactors Recruiting
- ▶ SuccessFactors Onboarding
- ▶ SuccessFactors Workforce Planning & Analytics
- ▶ SAP JAM Collaboration



AGILE APPROACH



ACHIEVING COMPETITIVE ADVANTAGE



**COMPATIBLE WITH SAP ERP SYSTEMS AND
SAP BUSINESS SUITE**

SUCCESSFACTORS IS THE **LATEST TECHNOLOGY IN THE SERVICE OF THE BUSINESS.** IT HELPS ELIMINATE SPECIFIC ISSUES RELATED TO HR MANAGEMENT

WHY SUCCESSFACTORS

- ▶ Fast ROI and lower TCO

SF solutions are faster than on-premise projects. The cloud also makes for lower investments costs as well as lack of maintenance costs and upgrade projects.

- ▶ User Experience and easy adaptation

An appealing and intuitive user interface to meet user needs. Easy access to the system from various hardware platforms.

- ▶ Flexibility of implementation

Ability to start with any SF component that addresses the most important business needs. No need to purchase unnecessary modules.

- ▶ Unique complexity

SuccessFactors is a unique end-to-end solution. It allows you to handle the entirety of HCM processes on an integrated platform.

- ▶ Rich content and good practices

The system is designed based on the best business practices. It also offers rich business content for catalogs of professional competencies or goals.

- ▶ Mobility and cooperation

Mobility is an integral component of SuccessFactors. SAP JAM allows for increased effectiveness of processes owing to the optimization of the cooperation component.

CONTACT US

At Hicron we help companies face business challenges. This the way we develop, and it is our passion. Does your company need support in running day-to-day operations, are you looking for information about available IT tools, would you like to know more about our experience and projects? Contact us! We will respond as soon as possible.

 hicron@hicron.com

