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## **SAP SUCCESSFACTORS. SOLUTION SUPPORTING HUMAN CAPITAL MANAGEMENT**

The SAP SuccessFactors solution is a complete set of tools enabling the management of human capital in an organization in the area of so-called soft HR. SAP SuccessFactors is one of the most frequently chosen solutions of this type in the world and consists of several modules to choose from: Employee Assessments, Remuneration Management, Succession and Development, Training, Recruitment, Onboarding, Analytics and reporting, SAP JAM and Employee Central.

## EMPLOYEES ARE THE **KEY RESOURCES** OF EACH ORGANIZATION. THEIR MOTIVATION, COMMITMENT, KNOWLEDGE AND SKILLS MAKE THE COMPANY'S SUCCESS

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Employee management involves many challenges related to **their recruitment, onboarding, development of competences, or retention in the company**. The more employees, the more difficult this process is.

If companies use the right tools for Human Capital Management, this processes can be easier. The company can make much better use of the potential and knowledge of its most valuable resources – **PEOPLE**.

### HOW TO MEASURE MANAGEMENT QUALITY?

The rotation ratio, motivation level, organization of substitutions, or appropriate level of competence are some of the elements that give a picture of the quality of people management. Below are some questions that are worth answering to get a picture of the quality of team management:

- Do the employees in your company understand and implement business goals and strategies?
- Do employees feel that they can develop and their potential is used?
- Do employees get tasks according to their qualifications, and their remuneration depends on their value for the company?
- Do employees feel appreciated and well-motivated to work and take on challenges?
- As part of recruitment, do you attract the right candidates at the right time?
- Is your company prepared for leaving of key employees and can identify future leaders within the organization?
- Does your company regularly monitor the effectiveness and leaving rate of new employees, and thanks to this, does it know what costs of repeated recruitments it incurs and how to prevent them?
- Do you have best practices for onboarding management in your company?

### WHY HICRON?

- ▶ Several years on the SAP implementation market in Poland and abroad.
- ▶ A team of experienced consultants. Our consultants have completed many SuccessFactors implementations in organizations from various industries and of various sizes (employing up to tens of thousands of employees).
- ▶ Business orientation. We provide modern technological solutions that are used to achieve specific business goals, also in the areas of HR.
- ▶ Comprehensive support. In the area of HCM, in addition to implementing SAP solutions, we also offer their maintenance and support for users in operating solutions in the form of an application service.



## FROM RECRUITMENT TO PROMOTION. SAP SUCCESSFACTORS SUPPORTS HR PROCESSES AT EVERY STAGE OF EMPLOYEE CAREER

SAP SuccessFactors consists of a number of modules, among which you can choose freely depending on the goals and needs of the company. See how the modules transform HR processes related to hiring an employee:



### RECRUITING MODULE

With this module, you can precisely plan **recruitment path** for any position in your company.

You access a **modern, intuitive platform**, where you post your job offers. The platform can be integrated with recruitment portals, such as LinkedIn, Glassdoor, CareerBuilder.

Here you **plan meetings** with candidates, send them invitations and notifications or additional materials or tasks. Here you also **verify, process, and store sent CVs**.

From the candidate's point of view, a big advantage is an intuitive, modern portal that encourages contact. The notification system is also worth mentioning. Thanks to that, the candidate receives **feedback** on every stage of the process.



### ONBOARDING MODULE

How to speed up the process of introducing a new employee to their duties and tasks? **Design the first days** of their job at your company in an informative, encouraging way.

The module lets you **plan the onboarding**, so the new employee gets all the necessary information, but at the same time did not feel overwhelmed or left at their own.

The new employee has access to the platform, where they find their schedule, planned meetings with a manager or team members, as well as **their first tasks and tools** they need.

An interesting advantage is that the platform lets you design the whole onboarding process to be **remote**.

## COMPREHENSIVE SUPPORT

SAP SuccessFactors is a comprehensive solution consisting of applications supporting Human Resources Management in the most important areas of HR. Advanced analytics and planning tools are offered for all supported processes as well.

**7000+**

COMPANIES ALL OVER THE WORLD  
USE SUCCESSFACTORS

**120 MILLIONS**

OF EMPLOYEES CREATE EFFICIENT  
MANAGED TEAMS THANKS TO  
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**200+**

IN THIS NUMBER OF COUNTRIES IN  
THE WORLD, COMPANIES KNOW AND  
USE SUCCESSFACTORS SUCCESSFULLY

## IMPLEMENTATION OF **SUCCESSFACTORS** INCREASES MOTIVATION, COMMITMENT AND EFFECTIVENESS OF EMPLOYEES

### EFFICIENT REPORTING

Each module is equipped with a reporting option. This means that you can extract aggregated data from the platform, for example on the success of recruitment, the source of the largest number of applications or a generalized profile of the candidate.

Reports allow you to constantly improve processes, draw conclusions and control the situation.

SAP SuccessFactors has been designed in line with a modern approach to employees - it encourages the best to stay in the company with a clear vision of continuous improvement. See how the modules allow you to assess competencies and set promotion paths:



#### PERFORMANCE & GOALS MODULE

The tool focuses on managing duties and tasks, but also on **assessing employee's efficiency**. The tool helps managers and team leaders in their everyday work, as well as during large, long-term projects or campaigns.

Setting goals in SAP SuccessFactors does not only improve managing your team. If you integrate this tool with other modules, the platform will guide the employee through everyday tasks, while **remembering their achievements** and taking them into account when calculating bonuses, planning promotions or creating a task schedule.

An important part of the module is creating **employee assessments**. They are comprehensive, and use not only reports on the performed tasks, but also self-assessments and assessments of colleagues.



#### SUCCESSION & DEVELOPMENT MODULE

The module allows you to **effectively manage the development of talents** in every area of the company's activity, and create committed teams equipped with all the necessary skills. An important function is to **verify the risks** associated with losing an employee. The module answers the questions:

- ▶ Are we ready for the position to be temporarily vacant?
- ▶ Are there people in the organization who can replace this person?

The tool provides an objective perspective using **comparable criteria** to accurately assess employees.

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## TAKE CARE OF HUMAN RESOURCES MANAGEMENT IN A **FAST AND EFFECTIVE** WAY. MODERN HR TOOLS WILL MAKE YOUR WORK EASIER

### MOBILITY

Employees have access to the SuccessFactors platform not only from computers and laptops, but also from mobile devices. Additionally, they can log in via a web browser.

This is a great convenience for employees working in the field and during remote work.

Aside from talent management and onboarding processes, SAP SuccessFactors helps you also with core HR processes. Settlement of remuneration, registration of working time, processing of employee data - all this is possible on the platform.



#### MODULE EMPLOYEE CENTRAL

This tool **store and process data** on employees, organizational structure and wages.

In addition, it **automatically calculates the time and salary** according to the guidelines assigned to each employee. Based on the working time registered by the employees, the system calculates the hours worked and determines the appropriate overtime based on the configured rules.

The great advantage of the module is the **elimination of paper document flow** in the company. All requests can be processed through the SAP SuccessFactors platform - quickly, conveniently and with a transparent system for accepting requests.

#### OTHER MODULES



**Workforce Planning & Analytics** - is a building teams, choosing members in terms of the required competences, experience, and availability.



**JAM Collaboration** - is a platform for the exchange of information between employees. It acts as an intranet and the company's internal Social Media channel.



**Compensation** - a tool to effectively motivate employees by creating and executing remuneration models.



**Learning** - a platform for the organization and implementation of training, equipped with mechanisms for assessing results and progress.

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## SUCCESSFACTORS ARE THE MOST MODERN TECHNOLOGY IN THE BUSINESS. ALLOWS ELIMINATING PARTICULAR CHALLENGES RELATED TO HUMAN RESOURCES MANAGEMENT

### FIND OUT MORE

Is SAP SuccessFactors a HR management software for your company?

Read [here](#)

How to effectively conduct the recruitment process with SAP SuccessFactors?

Read [here](#).

#### WHY SUCCESSFACTORS?



##### Fast ROI and low TCO

SAP SuccessFactors is a cloud solution that allows you to use it in a subscription system. Implementation is faster than on-premise projects. The cloud also means lower investment costs, no maintenance costs and no upgrade projects.



##### User Experience and easy adaptation

Attractive and intuitive user interface in line with users' expectations. Easy access to the system from various hardware platforms, including mobile solutions.



##### Scalability and flexibility

The opportunity to start the adventure with SuccessFactors from any component that solves the most important business needs and expansion with additional elements at any time. In the event of an increase in the number of employees, the system does not require expansion, but only the purchase of a license.



##### Comprehensive support

SuccessFactors provides comprehensive support for HCM end-to-end processes. It provides the possibility of integration with external systems (not only SAP), e.g. supporting payroll calculation.



##### Rich content and good practices

The system is designed based on the best business practices. It also offers rich business content, among others, to catalogs of competences or goals.

#### CONTACT US

At Hicron, we help companies face business challenges. This is how we develop, it's our passion. Does your company need support in running a business? Are you looking for information about available IT tools? Do you want to know more about our experience and projects? Contact us! We will reply as soon as possible.

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