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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.





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

### 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.


SAP Success Factors consists of several modules, among which you can choose freely depending on the goals and needs of the company:


 **Employee Central** - is the basis for the implementation of other elements, which is a set of data and information about employees.


 **Performance & Goals** - supports the determination of employees' goals and their evaluation, the basis for measuring employee effectiveness.

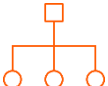
 **Succession & Development** - helps manage employee development by creating plans to build their competences. Supports the organization of employees' replacements.


 **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.

 **Recruiting** - a tool organizing the recruitment process, allowing you to carry out this process quickly, efficiently, and effectively.

 **Onboarding** - a platform used to implement employees in the life of the company, allowing to define all the necessary stages of apprenticeship and the level of their acquisition by the employee.

 **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.

**7000+**

COMPANIES ALL OVER THE WORLD  
USE SUCCESSFACTORS

**120 MILLIONS**

OF EMPLOYEES CREATE EFFICIENT  
MANAGED TEAMS THANKS TO  
SUCCESSFACTORS

**200+**

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

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

### FIND OUT MORE

**How to effectively conduct the recruitment process with SAP SuccessFactors?**

Read [here](#).

**How to ensure the effectiveness of recruitment with SAP SuccessFactors?**

Find out [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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