

SAP SuccessFactors

Understand what your people need, how they work, and what motivates them to keep them happy and engaged.



Quick Guide for Faculties & Students

SAP University Alliances



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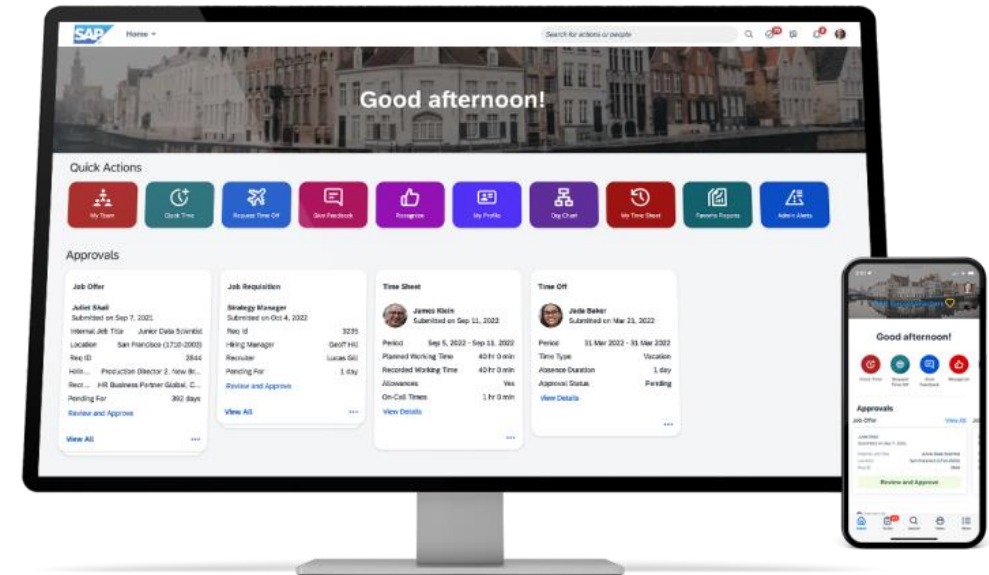
SAP SuccessFactors

Human Experience Management Suite (SAP SuccessFactors HXM Suite)

is an evolved, cloud-based human resources management system (HRMS) with a focus on engagement and experiences.

Main benefits of SAP SuccessFactors:

- ✓ End-to-end HR management
- ✓ Cloud-based and scalable
- ✓ Integrated AI capabilities
- ✓ Collaboration anytime, anywhere with SAP SuccessFactors Mobile app



With SAP SuccessFactors Human Experience Management (HXM) Suite, you can put your people at the center of everything – creating experiences that drive real competitive advantage.

What is human experience management (HXM)?

Human capital management (HCM)

is a set of practices and applications that connects core HR and payroll, talent management, and people analytics.

Focus: HR data and processes

HCM People are viewed as assets to maximize



before

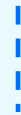
Human experience management (HXM)

is the **next evolution** of human capital management (HCM), it retains the core HR functions while focusing on putting people at the center of business to drive transformative results.

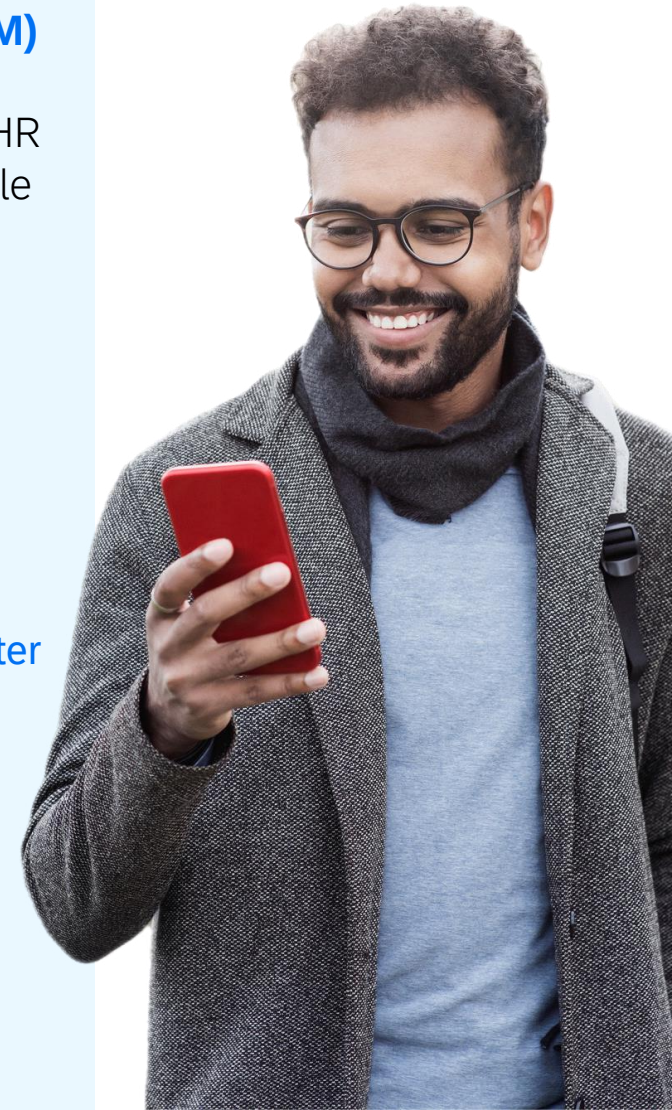
Focus: Employee experience

[Click here to learn more](#)

HXM People are placed at the center of what powers our business



2023



What can I do with SAP SuccessFactors?



SAP SuccessFactors HXM Suite



Employee Experience Management*

- ✓ **Improve** the employee experience
- ✓ **Understand** key drivers of engagement
- ✓ **Respond** to employee needs
- ✓ **Identify** and close experience gaps

Core HR and Payroll

- ✓ Create consistent and standardized HR processes
- ✓ Enable **process harmonization** across the business
- ✓ **Increase productivity** and simplify everyday transactions
- ✓ Improve the **bottom line** and reduce risk by leveraging best practices

Talent Management

- ✓ Deliver individualized and meaningful talent experiences
- ✓ Provide **guidance** throughout the employee journey
- ✓ Optimize performance, recognition, learning, and development
- ✓ **Streamline** hiring activities with automated, centrally managed global processes

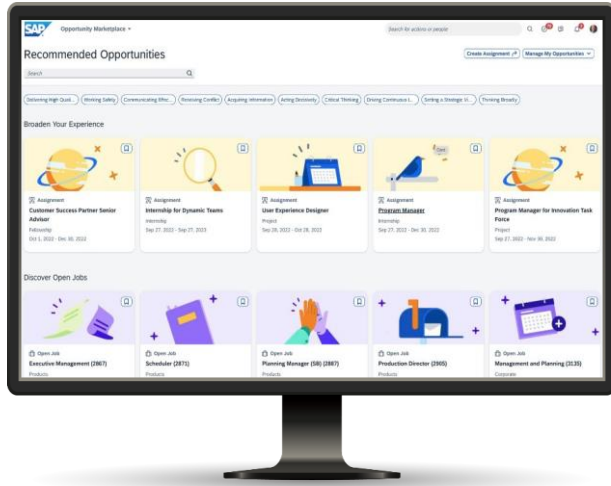
HR Analytics and Workforce Planning

- ✓ Align HR with corporate strategy to drive growth
- ✓ **Identify** risks and opportunities related to your workforce
- ✓ **Increase** understanding of key people metrics
- ✓ Make faster, more informed decisions based on **data-driven insights**

Sales Performance Management

- ✓ **Optimize** outcomes with better planning, experiences, and insights
- ✓ Reduce costly payment errors and time-consuming disputes
- ✓ Increase **operational agility** to speed growth and manage at scale
- ✓ Unify experiences and achieve goals while saving time and costs

Unlocking SAP SuccessFactors potential with AI



 [Click to watch the video](#)

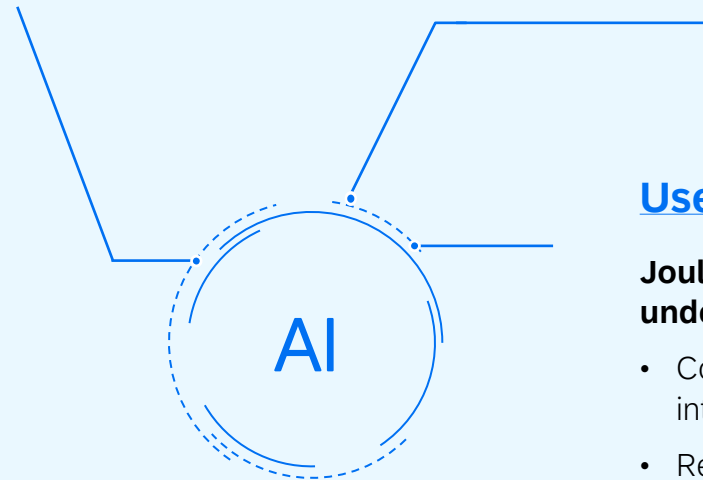
With AI-powered Talent Intelligence in SAP SuccessFactors, organizations have visibility into the skills and capabilities of their entire workforce.

*Discover more by exploring clickable headings

[Learning and development*](#)

Personalized opportunities for employee growth

- Provide intelligent, individualized recommendations for learning, roles, projects, dynamic teams, mentors, and peer connections
- Support a variety of learning and development experiences, including peer connections, volunteer causes, skill coaches, project assignments, and gig assignments



[Read about Generative AI here](#)

SAP and Microsoft Collaborate on Joint Generative AI Offerings to Help Customers Address the Talent Gap

[Read the article here](#)

[Workforce planning](#)

Rapid workforce planning and analysis

- Analyze, forecast, and plan workforce supply and demand, and assess workforce gaps
- Determine target talent management interventions and create action plans
- Create an optimal workforce mix that aligns with financial goals

Plan for the future with SAP SuccessFactors solutions and [SAP Analytics Cloud](#)

[User experience](#)

Joule coming soon! An AI copilot that truly understands your business

- Complete tasks faster with a single assistant integrated into all SAP applications
- Receive insightful HR recommendations and context-aware advice
- Get quick answers to questions to help you make faster decisions

Building a sustainable world. Together.

Record, report, and act on your sustainability goals with SAP SuccessFactors

Social responsibility: People Sustainability

Understand the impact of your business on people and society



Organizations are facing **labor shortages**, **skills gap challenges**, and the need to recalibrate long-standing work models to keep their business competitive. Meanwhile, expectations at work have changed and people are demanding more.

How do you balance all of these to create a sustainable workforce and profitable business?

Common Pain Points

- Attract, hire, and motivate a diverse workforce
- Learning, skills, and capabilities development
- Environmental, social, and governance (ESG) stakeholder perception

SAP Sustainability solutions for this challenge

[SAP SuccessFactors Human Experience Management Suite](#)

Diverse and Inclusive Workforce

Support **diversity**, **equity**, and **inclusion** by mitigating bias and embedding fair and equitable processes throughout the employee lifecycle and value chain.

[SAP SuccessFactors Learning](#)

Future-Ready Workforce

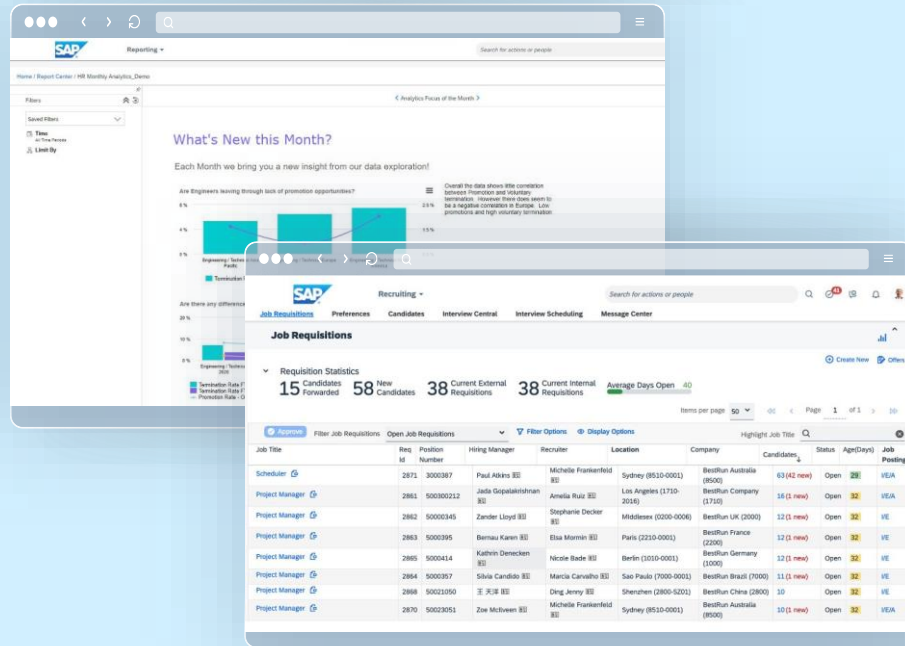
The SAP SuccessFactors Learning solution helps prepare people for the future with innovative capabilities to drive skills management, learning and development.

[SAP SuccessFactors Opportunity Marketplace](#)

Equitable Development Opportunities

Give employees visibility into how they can **develop new skills** or **practice** their current skills. It can help people reach their goals by connecting them to opportunities that fit their aspirations.

What can I do with SAP SuccessFactors?



Easy to deploy and use, even if the IT department isn't involved. You can manage employee lifecycle and work seamlessly on any device.

An intuitive and easy-to-use interface reduces the learning curve and empowers one to focus on studying human experience management rather than navigating complicated software.

Gain **practical experience** by using the platform to manage HR functions such as recruitment, onboarding, performance management, and employee development.

Prepare yourself for the **technology-driven HR landscape** by developing proficiency in using a real HXM system.

Develop essential skills such as **data analysis, problem-solving, decision-making**, and **project management** within an HR context.

Why use SAP SuccessFactors?

SAP has over
200 million
subscribers in its
cloud user base



SAP skills are in demand:

87% of global trading volume is
generated by SAP customers



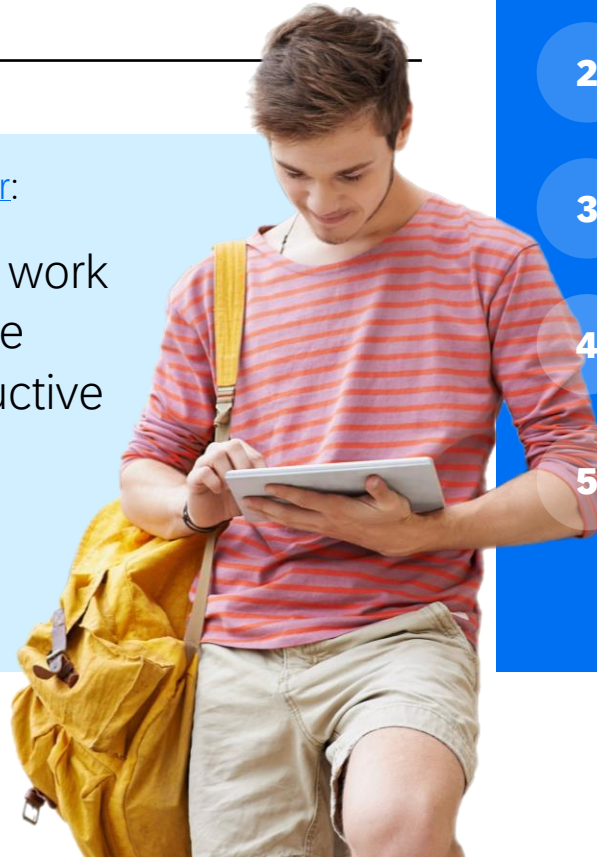
McKinsey & Company in its recent article
[“Reimagining HR: Insights from people
leaders”](#) states that:

Chief human resources officers
(CHROs) across Europe and the
United States envision a future HR
model that elevates HR through
digitalization, robotic process
automation, and mobile self-services
to enhance delivery quality.



According to [Gartner](#):

“Human-centric work
design lies at the
heart of a productive
future of work”



The top 5 priorities for HR leaders in 2023:

- 1 Leader and Manager Effectiveness
- 2 Organizational Design and Change Management
- 3 Employee Experience
- 4 Recruiting
- 5 Future of Work

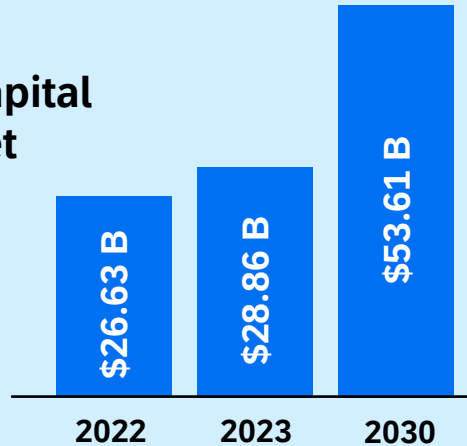
Why use SAP SuccessFactors?

[Fortune Business Insights](#)

projected global human capital management (HCM) market growth:

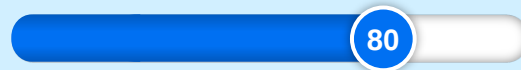
between 2022
and 2030

High demand for talents skilled in
human capital management is expected



The stats from [Forbes](#) reflect:

80% of businesses use
HR software



Waiting too long to invest in HR software
could mean your company starts lagging
behind the competition.

SAP SuccessFactors is at the forefront of HR technology trends. It places a strong emphasis on enhancing the employee experience while also elevating HR operations through digitalization and process automation. Additionally, it incorporates ethical AI to support employees' professional development.

- ✓ All-in-one HXM platform that includes core HR, recruiting, and performance management
- ✓ Fully cloud-based and no software installation is required — ideal for remote learning and collaboration
- ✓ Offers certification that is proof of proficiency in HXM and SAP technologies
- ✓ Learning content provides an introduction to a range of capabilities within SAP SuccessFactors
- ✓ Intuitive and easy-to-use interface



How to try SAP SuccessFactors?

SAP Learning: Exploring the SAP SuccessFactors Platform

The course introduces the different parts of SAP SuccessFactors platform, including many demonstrations. Here you can try the system via simulated interactive exercises.

[Try it here](#)

University / Academic Competence Center system access for teaching

Accessing the SAP SuccessFactors platform empowers students to apply their theoretical knowledge, while pre-designed case studies and exercises facilitate a systematic introduction to human experience management software, enabling them to gain practical skills in the field.

[Contact your local UCC/ACC or country manager*](#)

*These resources are available for SAP University Alliances member institutions. Contact your local University/Academic Competence Center or your country manager to get started with teaching. If you are unsure who that is, please contact our team at sapnextgen@sap.com.



Customer story

Creating consistent and standardized employee experiences worldwide

“Our goal is to unify the experience for our employees regardless of their country or region. With this transition to SAP SuccessFactors we have the opportunity to leverage the consistent processes and rich data to do that and more.”

Nathalie D’Hers, CVP Digital Employee Experience, Microsoft

[Click here to learn more](#)

Goal:

consistent core HR system for its worldwide locations to attract and nurture the people best suited for a required role

Before: Challenges and Opportunities

- Incorporating global HCM efforts with existing SAP ERP and HCM systems
- Integrating data in an environment with siloed systems and processes
- Rectifying disjointed, inconsistent employee experiences

SAP SuccessFactors

After: Value-Driven Results

- Consistent and standardized employee experiences worldwide
- Data-driven decision-making and agility in meeting business needs
- Significantly reduced manual workload
- More-efficient service centers and focus on value-added tasks for the HR team
- Improved reporting and workforce planning capabilities

Why SAP?

The SAP system ability to provide a globally consistent experience with more than 100 localizations, Microsoft’s ability to develop its own user experience (UX), integrate on top of the system over time, and a partnership approach to align their systems for a streamlined experience.

220,000

employees in 108 countries using SAP SuccessFactors Employee Central

15 minutes

from job creation to job posting, down from 24 to 72 hours



Microsoft Corporation

Redmond, Washington, United States
www.microsoft.com

Industry: High tech

Products and Services:


technology products, devices, and services

Employees: 220 000

Revenue: US\$ 212 billion

Customer story

Modernizing HR to enhance employee experiences



“Adopting SAP SuccessFactors solutions has been a monumental game changer for us, dramatically improving the employee experience and elevating HR as a single strategic partner in our organization.”

Amit Sood Shastri, Senior General Manager (Head HRIS), Welspun Group

[Click here to learn more](#)

Goal:

update its talent management suite and enhance the employee experience

Before: Challenges and Opportunities

- In pursuit of "Towards 2030" plan to attain the status of a top research university, the University of Toronto needed to align its technology foundation
- The existing software was approaching the end of its support, prompting the search for a new solution

SAP SuccessFactors & SAP S/4HANA

After: Value-Driven Results

- Created a foundation for modernizing core operational performance, eliminating manual processes and paper-based systems
- Streamlined the user experience for employees and administration staff from hire to retire using integrated HR solutions in the cloud
- Established a harmonized and streamlined employee experience using advanced and integrated digital HR solutions
- Gained the ability to save an expected \$1.5 million from automating vacation request processes

Why SAP?

SAP SuccessFactors solutions enhanced the employee experience with people-centric solutions designed around the needs and goals of your unique workforce

50%

improvement in financial month-end closing time

25%

faster general batch processing

<1

minute to run custom reports that used to time out at 15 minutes



University of Toronto

Toronto, Canada
www.utoronto.ca

Industry: Higher education and research

Products and Services:
Educational services and research

Employees: 22,000

Customer story

Building a Supportive Culture for Employees to Grow and Develop Their Skills

Improving Employee Experience by Centralizing and Automating HR Processes with SAP® SuccessFactors® Solutions

“SAP SuccessFactors solutions act as a one-stop shop for all our HR needs and help us embed a culture of ‘One Welspun’ for all our employees across various businesses.”

Amit Sood Shastri, Senior General Manager (Head HRIS), Welspun Group

[Click here to learn more](#)

Goal:

increase the integration between its HR, finance, operational, and manufacturing processes to support better decision-making across the entire talent lifecycle and provide employees with a one-stop shop for all their needs

Before: Challenges and Opportunities

- Multiple HR systems with no direct access to finance or manufacturing data
- Lack of integration between core HR systems and third-party applications
- Time-consuming HR processes involving manual processing of spreadsheets
- Minimal visibility of HR data and services for employees

SAP SuccessFactors

After: Value-Driven Results

- Provides employees with 24x7 access to a single point of control for HR services
- Empowers HR professionals to focus on strategic, value-add activities, not routine administration
- Enables straight-through processing with direct integration between SAP and third-party applications
- Eliminates spreadsheet-based data management and provides a single source of truth
- Streamlines and automates processes across the employee lifecycle

Why SAP?

Comprehensive range of HR capabilities provided by SAP® SuccessFactors® Human Experience Management Suite solutions, including recruiting, onboarding, performance and goals, learning, compensation, and succession and development

99.9%

Achievement on goals setting, mid-year reviews and annual performance assessment, and compensation planning

800+

Spreadsheets eliminated by integrating data flows with third-party systems



Welspun Group
Mumbai, India
www.welspun.com

Industry: Mill Products

Products and Services:
Line pipes, home textiles, infrastructure, and energy

Employees: 26,000
Revenue: US\$ 3.44 billion

Get started with SAP SuccessFactors

Human Resources tool managing the employee lifecycle

Here's what you will learn

Learn how to perform configurations with common platform tools, set up permissions with RBP, and configure the home page

- Configuration in SAP SuccessFactors
- Customizing the home page
- Managing security using SAP SuccessFactors Role-Based Permissions (RBP)
- Managing the User Data File
- Managing mobile settings
- Administering report center
- Defining Metadata Framework (MDF) objects
- Copying configuration and non-user transactional MDF data

SAP SuccessFactors
Learning Pathway

Consultant

Discover

- [Experience SAP SuccessFactors](#)
- [Quick Start Guide](#)

Explore

- [Explore SAP SuccessFactors Solutions](#)
- [Explore the SAP SuccessFactors Platform](#)
- [SAP SuccessFactors Implementation](#)
- [SAP SuccessFactors Microlearnings](#)

Academic

- [SAP SuccessFactors Training & Expert Accreditation \(SFX\)](#)
- [Upcoming events](#)

Deep Dive

- [Tutorials for developers HXM Suite](#)
- [Configure SAP SF Employee Central](#)

Certification

- [SAP Certified Application Associate - SAP SuccessFactors Employee Central Core](#)
- [Other SAP SuccessFactors certificates](#)

- Online courses ([SAP Learning](#), MOOCs)
- Certification
- Additional resources
- Demo / free trials
- Events

*These resources are available for SAP University Alliances member institutions. Contact your local University/Academic Competence Center or your country manager to get started with teaching. If you are unsure who that is, please contact our team at sapnextgen@sap.com.

Updated July 23

Learning resource example – SAP SuccessFactors

Degree / Field of Study

Bachelor, Master / Business, HR
(interdisciplinary)

Learning Method

Hands-on exercises

Course Duration

Can be used throughout the
semester

Language

English

Availability

Spring 2024

Learning Objectives

- Introduction to Human Resource Information Systems
- Acquiring fundamental skills in managing HR operations through an HXM system

Learning Material

- Student Workbook (user guide), hands-on exercises*



Learning Topics:

1

Introduction to SuccessFactors:
Basic and Permission Based Navigation, Personal
and Company Information

2

Position Management

3

The Employee Lifecycle:
Hire to Retire

*Incorporate the hands-on exercises into your HR curriculum to enhance academic learning with practical, real world application

*This resource is available for SAP University Alliances member institutions. Contact your local University/Academic Competence Center or your country manager to get started with teaching. If you are unsure who that is, please contact our team at sapnextgen@sap.com.



Helpful resources

[Explore SAP SuccessFactors](#)

[Learn more about it on SAP Learning](#)

[Explore AI SAP SuccessFactors solutions for human resources](#)

[Get help on SAP SuccessFactors](#)

[Join the SAP SuccessFactors community](#)

[Explore more on SAP Learning Hub](#) (for faculties)

[Visit SAP University Alliances website](#)

[Join SAP University Alliances community](#)



Have fun exploring!

Your SAP University Alliances team

Email: sapnextgen@sap.com

