

SUCCESSFACTORS BizX Suite

EXECUTION IS THE DIFFERENCE™



Companies spend millions developing business strategies, but more often than not the results don't match expectations. Where's the breakdown? Execution.

A Harvard Business Review study¹ revealed that almost 40% of the company's strategy is diluted due to poor execution. It's no wonder that a Conference Board survey² of 180 CEOs showed that execution related issues were among the top three concerns.

SUCCESSFACTORS BUSINESS EXECUTION SOFTWARE

SuccessFactors Business Execution (BizX) software delivers business results by driving business alignment, optimizing people performance and building competitive advantage through people. SuccessFactors delivers a complete set of talent management solutions, plus robust workforce analytics & planning combined with a next generation core HR solution that improves executive insight and decisionmaking. SuccessFactors helps ensure you have the right people with the right skills doing the right work.

With more than 3500 customers and 15+ million users in 168 countries, SuccessFactors Business Execution Software is the most adopted Software-as-a-Service (SaaS) business software in the world. SuccessFactors customers

have seen tangible and measurable results such as:

- > Loews Hotels reduced turnover by 7% and improved a key customer satisfaction industry ranking from 5th to 2nd place
- > Avnet increased engagement to 75%, improving accountability and achieving higher performing branches
- > Comcast increased customer satisfaction 10% by reducing call center staff turnover

UNIQUE COMPETITIVE ADVANTAGE

SuccessFactors is the only business execution solution that incorporates a next generation core HR system tightly integrated with strategic talent management solutions and the most complete workforce analytics & planning on the market - out of the box.

COMPREHENSIVE BUSINESS EXECUTION SUPPORT

SuccessFactors Business Execution Suite is a comprehensive set of solutions which, working in concert, are proven to improve both business alignment and people performance.

“Successfactors continues to introduce innovative capabilities into its BizX Suite that get to the heart of how companies get stuff done.”

LISA ROWAN,
Program Director, IDC

“At nissan, we focus on two different kinds of metrics: efficiency and effectiveness. By changing the hr culture and using a data-driven approach, with the help of successfactors, we have moved the needle on both fronts.”

ANISH BAIJAL, *Director, Talent Management & HR Services, Nissan Americas*

¹ Harvard Business Review, *Turning Great Strategy into Great Performance*, Mankins and Steele.
² The Conference Board - CEO Challenge 2008.

“Successfactors business execution software increases focus on strategic priorities by up to 40% & improves project completion by 13.8%”

Customer Survey Conducted by top 3 Management Consulting Firm.

“Dentsply looked at many alternatives, but we were really looking for a total solution. The only company that could do that was successfactors!”

PAULA CAYA, Corporate Human Resources Director, Dentsply.

successfactors™
An SAP Company

ABOUT SUCCESSFACTORS,
AN SAP COMPANY

SuccessFactors, an SAP company, is the leading provider of cloud-based Business Execution Software, and delivers business alignment, team execution, people performance, and learning management solutions to organizations of all sizes across more than 60 industries. With approximately 15 million subscription seats globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise and best practices insights from serving our broad and diverse customer base. Today, we have more than 3,500 customers in more than 168 countries using our application suite in 35 languages.

SuccessFactors Business Execution Suite includes:

> PERFORMANCE & GOALS -

Communicate strategy, create meaningful individual goals across the organization, and focus employees on what matters, while enabling executives to monitor goal progress in real-time. Then reward, measure and tie employee performance to business results, streamline the performance appraisal process, and enable meaningful feedback.

> **COMPENSATION** - Pay your people based on achievement, establish a pay-for-performance culture – retain top talent and increase productivity across the organization. Calibration drives better compensation decisions with objective ratings.

> SUCCESSION & DEVELOPMENT

- Anticipate and plan for staffing changes and assure the readiness of employee talent at all levels. Align learning activities with competency gaps to arm your workforce for current and future needs. Improve motivation with continuous development and career planning.

> RECRUITING -

Transform recruiting into a continuous, strategic part of your talent strategy with a complete recruiting execution platform. Effective recruiting execution requires a recruiting marketing solution to manage, measure and optimize your interactive candidate marketing strategy, plus a recruiting management solution that's social and collaborative to ensure that you can quickly capture and hire the best talent.

> **LEARNING** - Develop a comprehensive learning strategy with a complete learning management solution (LMS) that enables you to manage, develop and deploy instructor-led, and formal and social online training. Our Content-as-a-Service (CaaS) solution eliminates your need to manage the infrastructure, bandwidth & delivery, management, security and updates for all of your e-learning programs.

Delivered via Software as a Service (SaaS)

SuccessFactors BizX products are delivered on a secure, reliable, and highly scalable architecture that offers customers rapid deployment, rapid results, and continuous innovation at a lower total cost of ownership than other solutions.

> **JAM** - Improve employee productivity and teamwork by combining collaboration, communication and content creation tools with a private social network for your organization. Jam's remarkably simple video and screen capture lets everyone share his or her expertise – even right from a mobile device.

> **WORKFORCE PLANNING** - Leverage in-depth workforce information and benchmarks to assess readiness to execute strategies, forecast the impact of business decisions, mitigate risk and take action.

> **EMPLOYEE CENTRAL** - Deliver real business impact with a next generation core HR system that puts the 'self' back in 'self-service'. Strategically-minded HR and IT teams have realized that a user-friendly core HR solution is the key to accurate employee data. Capturing employee, organizational and talent data all in one solution delivers better results, faster.

> **WORKFORCE ANALYTICS & REPORTING** - Deliver actionable, quantitative insights to your business leaders with a powerful combination of talent and business data that produces easy to understand and consume information. Creates a catalyst for positive change in the business.