SAP SuccessFactors ♡

Build the workforce of the future by connecting people with purpose.
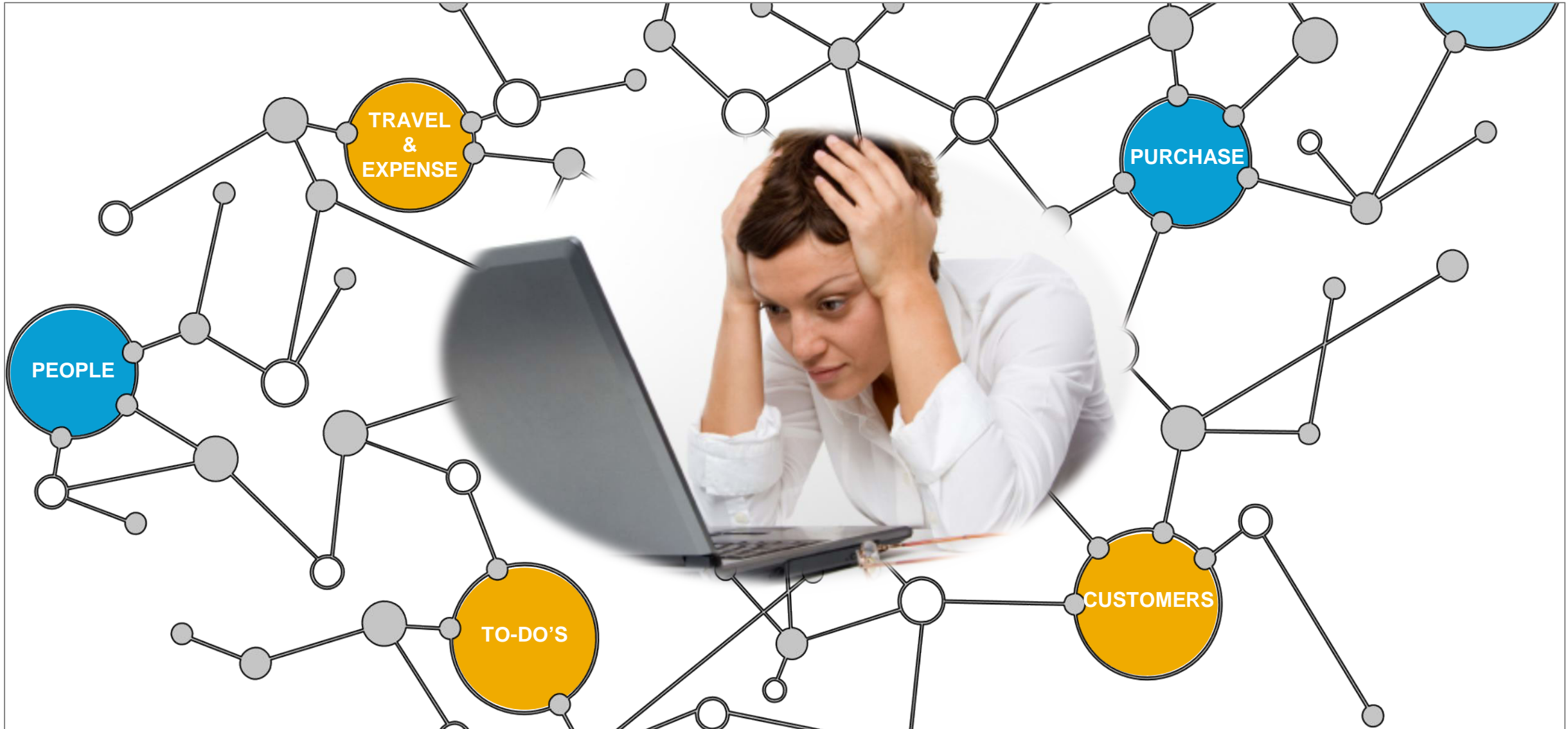
Irina Tache, SAP HCM Solution Sales Specialist & Millennial
18.04.2019

THE BEST RUN **SAP**

"You don't build a business
— you build people —
and then people build your business"

Zig Ziglar

Today's User Challenges

Companies that connect their people to company purpose see results

20%

increase in sales

3x

employee retention

1.4x

employee engagement

The Right Product—Delivering information through knowledge documents, videos, chat, transactions, process flows, learning content, etc. in a personalized manner that is bitesize, easy to understand and process bites framed not for the HR function, but for an everyday employee or manager.

The Right People—Personalizing the product and insuring that the delivery is relevant to the person receiving it and they a) know what to do with it and b) understand the WIIFM (what's in it for me) of the content.
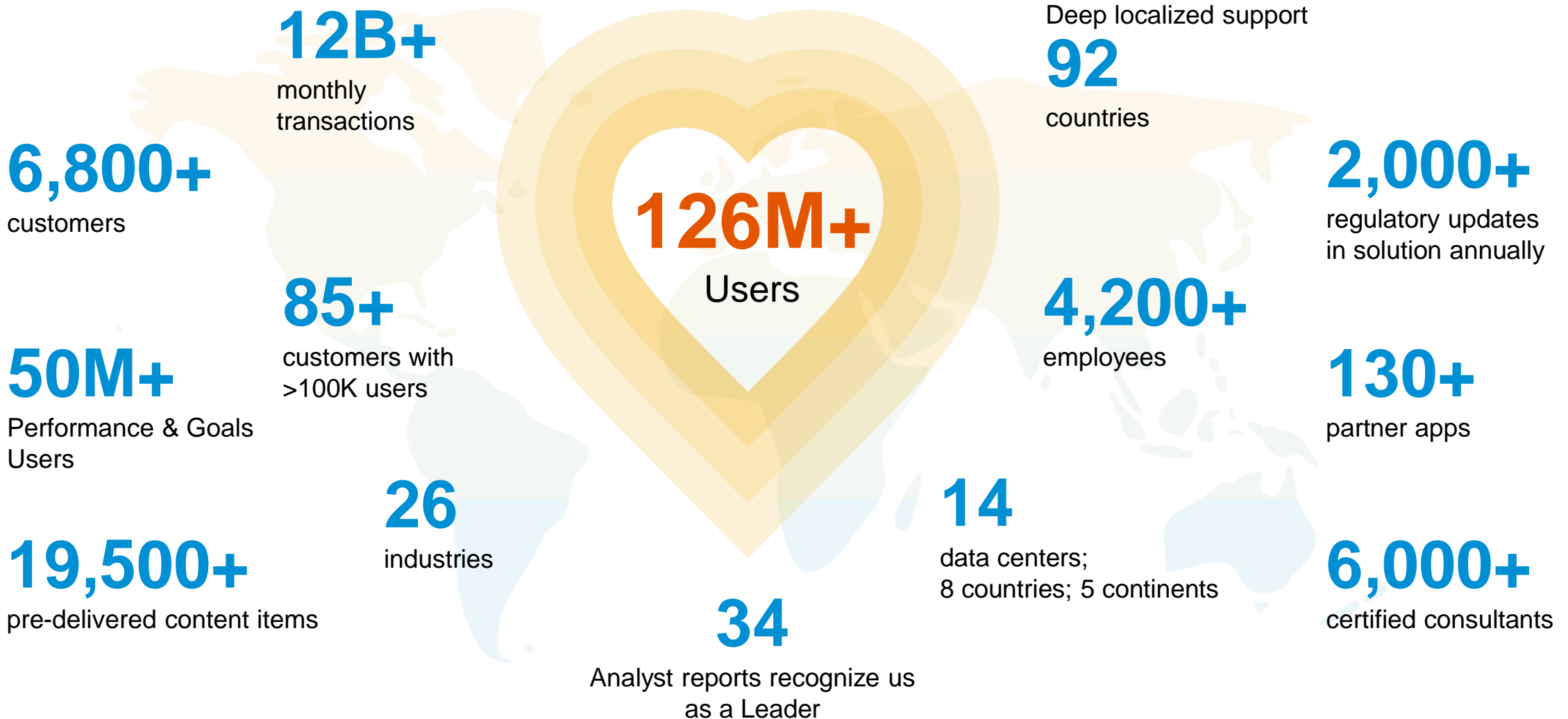
The Right Moment—We capture better intelligence by mapping the journey and personas of the workforce to know when they need a product, how that product/service makes them feel and how they consume it. Making sure products/services are available to the workforce when they need it; not before or after; has a huge impact on engagement.

The Right Channel—We must go to them, not expect them to come to us. This means whether it be a mobile device, a smart watch, a paper form, a chatbot or a real human; the channel is key to determining the success of the experience in the eyes of the workforce.
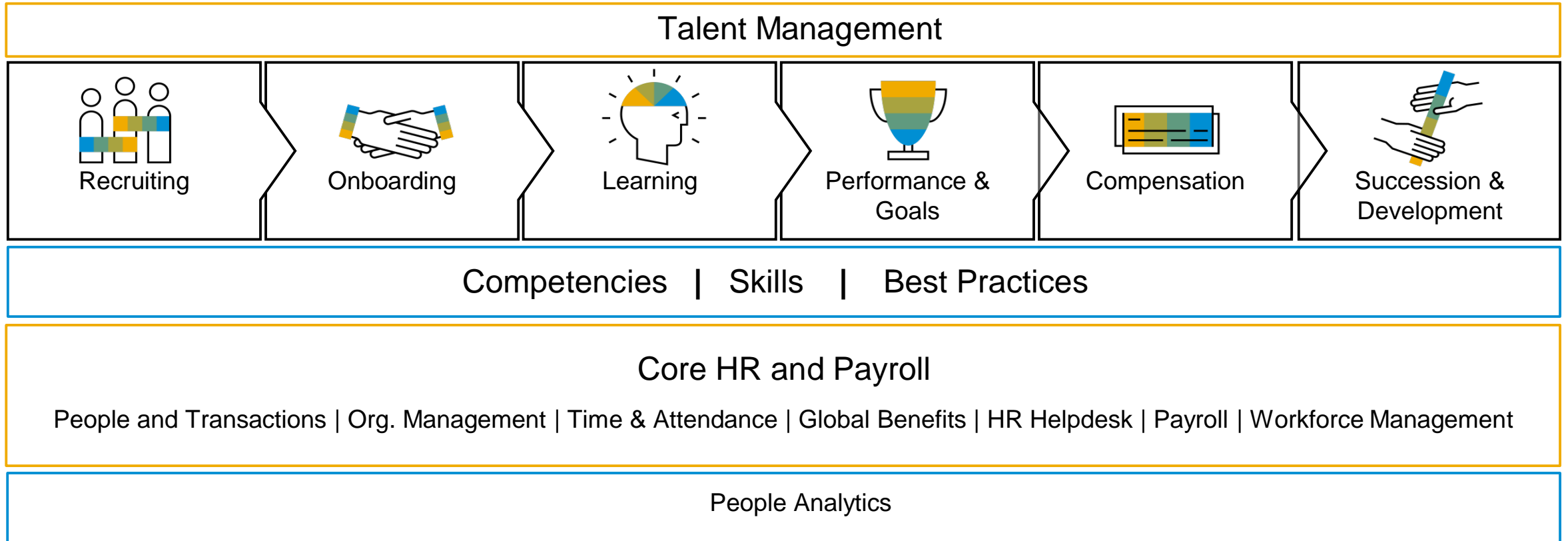
SAP SuccessFactors
Connecting people to purpose around the world

126M+
Users

12B+
monthly transactions

6,800+
customers

85+
customers with >100K users

50M+
Performance & Goals Users

26
industries

19,500+
pre-delivered content items

34
Analyst reports recognize us as a Leader

Deep localized support
92
countries

2,000+
regulatory updates in solution annually

4,200+
employees

130+
partner apps

14
data centers;
8 countries; 5 continents

6,000+
certified consultants

An intelligent, simple, comprehensive, adaptable HCM Solution

Talent Management

| Recruiting | Onboarding | Learning | Performance & Goals | Compensation | Succession & Development |

Competencies | Skills | Best Practices

Core HR and Payroll

People and Transactions | Org. Management | Time & Attendance | Global Benefits | HR Helpdesk | Payroll | Workforce Management
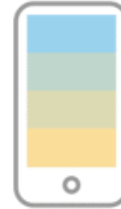
People Analytics

Advantages

Provide accurate and timely information so business leaders can make strategic decisions

Drive measurable change, reporting on impact, not just activity

Deliver a modern user experience, and be handheld device friendly, for maximum adoption

Reduce HR cost per employee

Decrease transactional HR – enable automation to allow for focus on strategic work

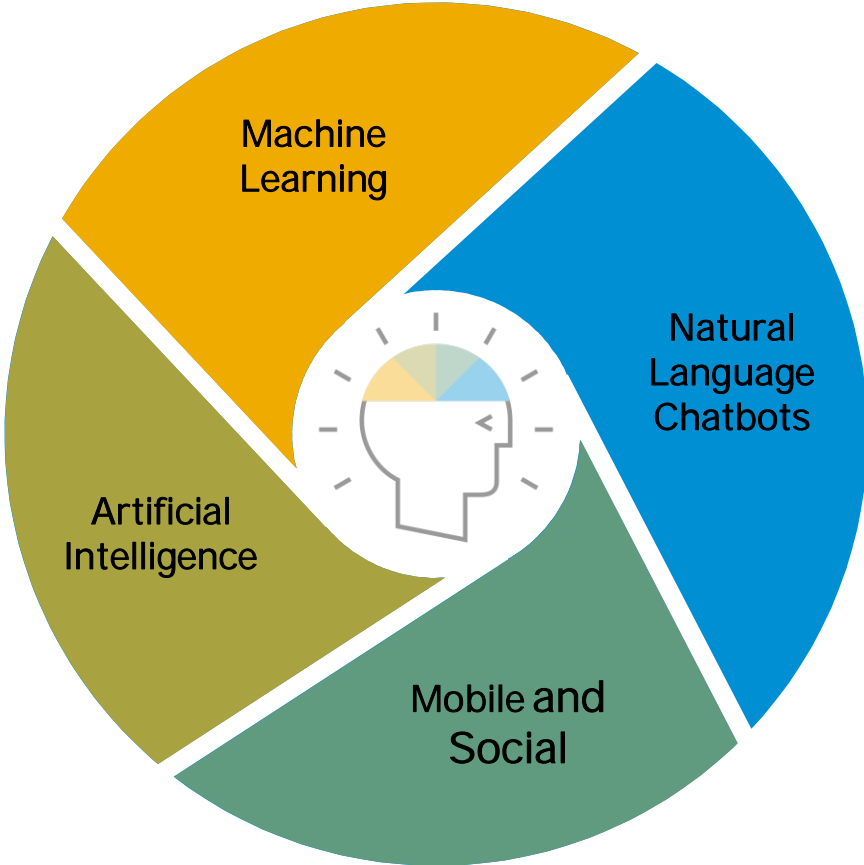Simplify processes to improve handling of business complexity

Help with Data Migration, Integration, Change Management and Cloud Adoption

Experience of Work
Engaging Your Workforce In New Ways

Technology has a dramatic impact on the overall experience of work

Machine Learning

Natural Language Chatbots

Artificial Intelligence

Mobile and Social

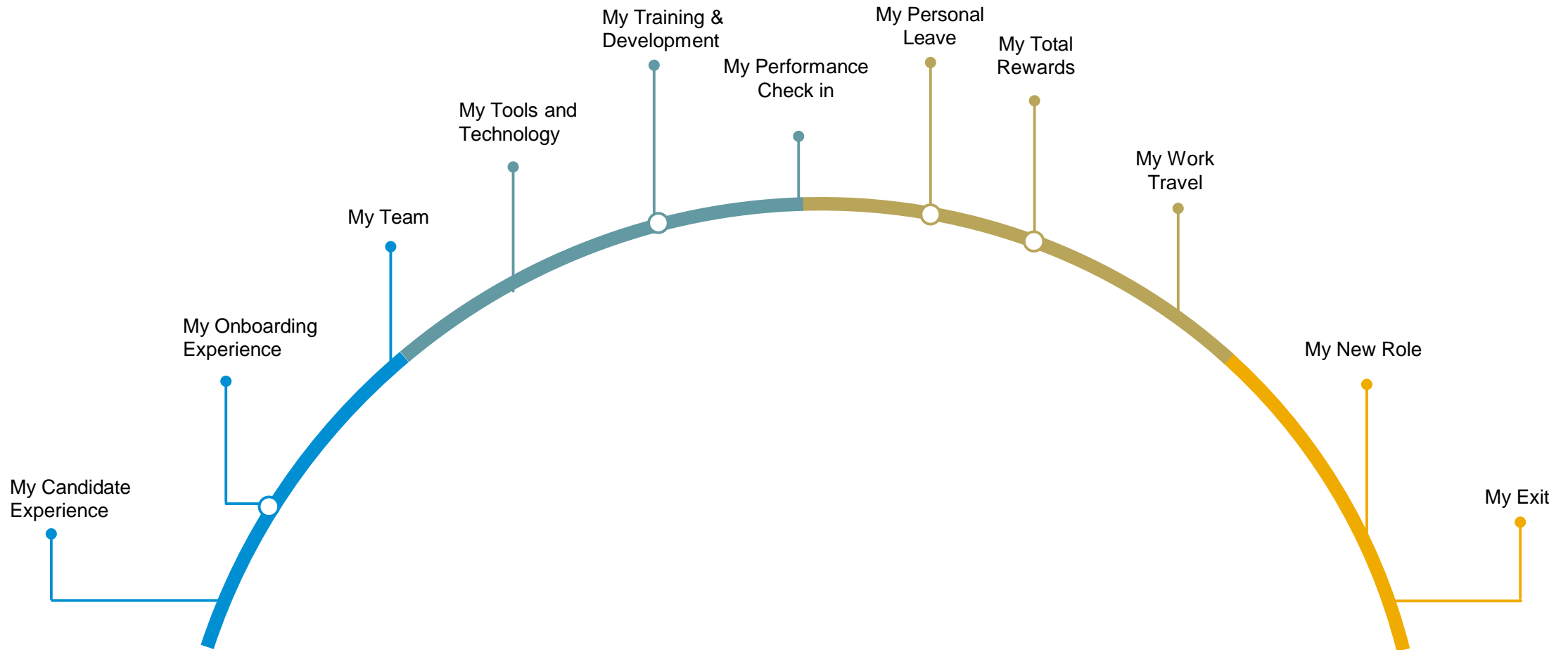**55%** of SAP customers surveyed viewed employee engagement as a key value of Digital Transformation

Employee experience = key differentiator. Understanding the emotions and attitudes

Operational Data (O-Data™) tells you what is happening.
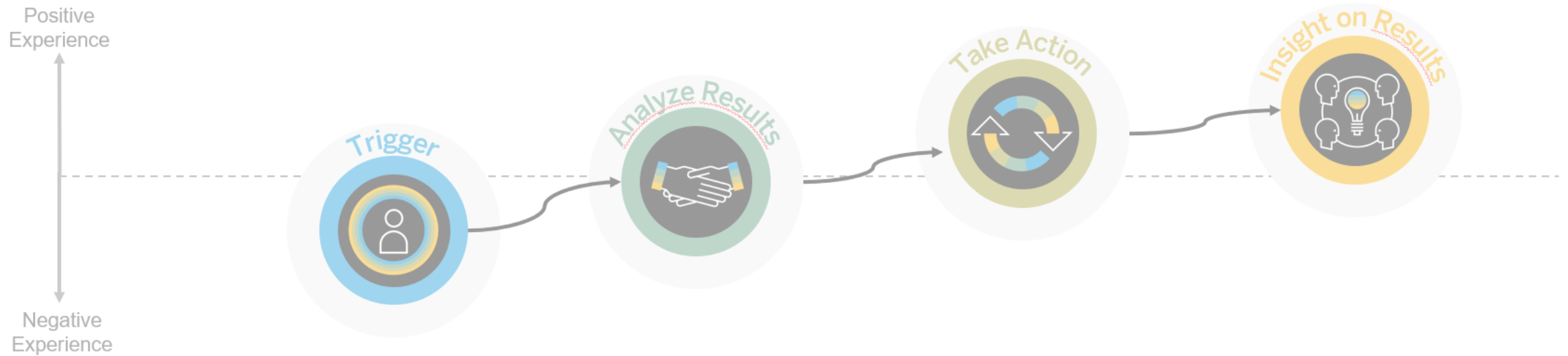Experience Data (X-Data™) tells you why.

Voice of the Employee – Moments That Matter

Best Run Demo: Experience Management

Positive Experience

Negative Experience

Trigger

Analyze Results

Take Action

Insight on Results

Demo Story Participants

Tessa Walker- HRBP

Geoff Hill- Manager

Jada Baker- Employee.

So Why You Can't Afford to ignore Employee Experience and Engagement?

$11 Billion is lost annually due to employee turnover (Source: Bureau of National Affairs)

50% of millennials would consider another job opportunity even if they weren't looking to leave (Source: IBM)

41% of Gen X are happy in their role, 51% experience high or very high workplace pressure, and one-third say they are highly likely to consider leaving their current role (Source: Hays)

37% of engaged employees are looking for jobs or watching for opportunities, as are 56% of not engaged and 73% of actively disengaged employees (Source: Gallup)

27% of employees change jobs each year, 17% are actively job-hunting and 46% are passively looking (Source: ADP)

34% of employees say they plan to leave their current role in the next 12 months (Source: Mercer)

18% of employees don't feel confident that an employer will take care of them (Source: Job Applicator Center)

90% of executives said keeping new hires is an issue in their organizations (Source: Korn Ferry)

47% of people actively looking for new positions say company culture is the main reason (Source: Hays)

76% of employees who do not feel valued are looking for other job opportunities (Source: Lifeworks)