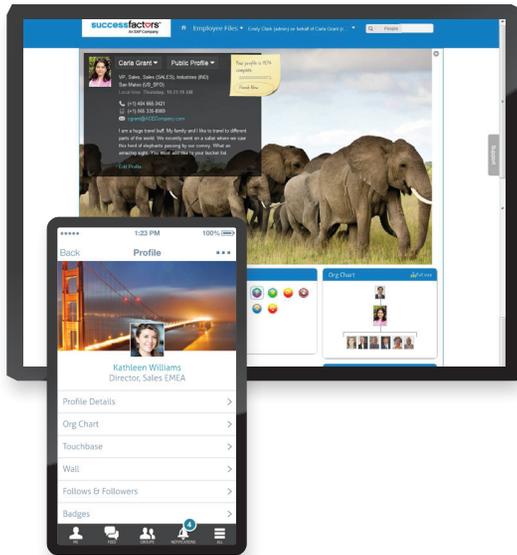




# SuccessFactors Foundation

SuccessFactors Foundation provides a solid and unified basis for your talent and strategic human resources management. Powered by the SuccessFactors cloud, SuccessFactors Foundation contains a core set of capabilities that are utilized across the entire SuccessFactors HCM Suite. Whether you plan goals, write performance evaluations, or define succession or career paths, you can always count on these capabilities to add value to your talent processes.



## SuccessFactors Foundation Core Capabilities:

- Employee Profile
- Reporting and Talent Insight
- Social Collaboration with SAP Jam, basic edition
- Job Profile Builder and Skills Library
- Presentation
- Administrator Training

### Access your organization's talent

How well do you know your employees? Who has the skills, experience, knowledge, and interest to take on a new role, effectively contribute to a team project, or simply answer a question from a co-worker? Companies need a way to understand their employees' capabilities and interests, so that they can tap into this existing knowledge and best utilize talent across the whole organization. And of course, the people in your organization want to be recognized for their expertise.

The Employee Profile from SuccessFactors enables customers to create a continuously updated, easily searchable directory of employee skills, interests, experience, and expertise. Through an intuitive interface, employees can update their own information; assign searchable skills, experiences, interests and tags; and publicly recognize their peers with badges. Basic details such as contact information, position in the company, and a photo are automatically populated in the public profile for each employee. Information from any SuccessFactors talent application can also be displayed in the employee's talent profile. An interactive organization chart offers an easy way for anyone to explore the organization and understand reporting relationships. Of course this is all available also on your mobile device.

### Manage your job descriptions

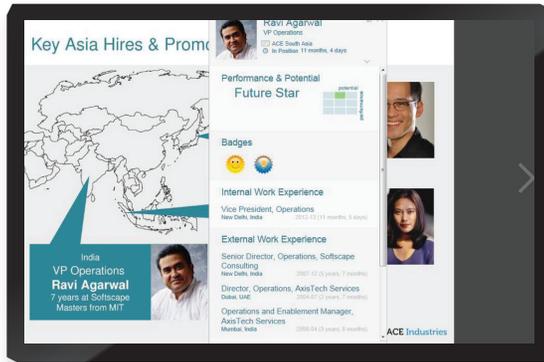
Your most important contributor to business success is having the right people with the right skills in the right jobs. And this all starts with being clear on what the jobs in your organization are and which skills and proficiencies they require. The SuccessFactors Job Profile Builder, part of the SuccessFactors Foundation, makes it easy to find, add, and edit the content used to populate meaningful job profiles. Additionally, the SuccessFactors Skills Library add-on contains more than 13,000 skills, skill descriptions, and roles to help you get started with industry-verified content.

### Share and scale employee knowledge

How do your people collaborate and share content if they're on different teams or located in different parts of the world? How do product or subject-matter experts share their knowledge with the rest of the organization? These are very important questions in today's world, where the collective brainpower of your employees is a crucial competitive advantage.

Social collaboration capabilities within the SuccessFactors Foundation enable organizations to break down the functional and geographic silos that cause many productivity challenges. Employees can now easily share their





expertise with everyone in the organization, regardless of whether or not they know each other, where they are located, or what department they work in. In just a few clicks, they can record a screen capture or a how-to video; upload, download, or share documents publicly or privately; post new ideas, questions, or suggestions to discussion forums; or form a group to encourage collaboration around a particular topic or project.

With social collaboration, the SuccessFactors Foundation enables organizations to enhance productivity at every phase of the employee lifecycle.

### Drive more informed talent decisions

Decisions that affect your workforce should be driven by data, not just gut-feelings. Many organizations capture rich, valuable information about their employees, but they often don't have the tools they need to derive meaningful insight from that data. SuccessFactors Foundation comes with a set of capabilities that helps customers act on data from SuccessFactors applications such as Employee Central, Performance & Goals, Recruiting, Succession, Compensation, and Learning. Executives, HR experts, and line managers can leverage ad-hoc or standard, pre-built reports, including talent metrics, and they can slice and dice data across time, business units, teams, or locations.

With built-in reporting, dashboards and talent insights, SuccessFactors Foundation delivers workforce intelligence that helps you formulate fact-based decisions around HR and talent processes to drive tangible business value.

### Visualize your talent and facilitate conversations

Presenting accurate and meaningful information about the status and health of the talent in your company can be challenging and time consuming. Often data is static, hard to get to, and out of date, and if that's the case, it does not serve as a good, reliable basis for talent reviews or even conversations about strategic talent management decisions. But SuccessFactors Presentations helps HR to create and deliver more accurate, engaging, and insightful talent presentations by merging PowerPoint or PDF files with dynamic SuccessFactors content in an intuitive and easy way. Real-time talent data can be embedded in slides, and it is always available when and where you need it, with the ability to drill down to the individual employee level for more detail. As a result, you can provide answers also to complex questions on the spot and be a trusted advisor in strategic discussions with senior business leaders.

As part of the SuccessFactors Foundation, we provide customers with access to a set of online administrator training sessions and intensive, hands-on workshops. Our expert instructors will provide in-depth training and answer any questions you might have.

#### About SuccessFactors, an SAP Company

SuccessFactors is the leading provider of cloud-based HCM software, which delivers business results through solutions that are complete, beautiful, and flexible enough to start anywhere and go everywhere. SuccessFactors' customers represent organizations of all sizes across a wide range of industries. With more than 20 million subscribers globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise, and best practices insights from across our broad and diverse customer base. SuccessFactors solutions are supported by a global partner ecosystem and the experience and commitment of SAP.



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