successfactors™
An SAP Company

SuccessFactors Mobile

In today's business environment, high employee engagement has a positive impact on business performance: it increases profitability, productivity and safety, and it decreases turnover and absenteeism. But average employees often find engaging with HR through a desktop solution: it's not their primary business tool, they are usually overwhelmed by all the options available and they often forget how the system works. Companies that take advantage of the immediacy and ubiquity of mobility can bridge this critical engagement gap and, as a result, enjoy significant competitive advantage.

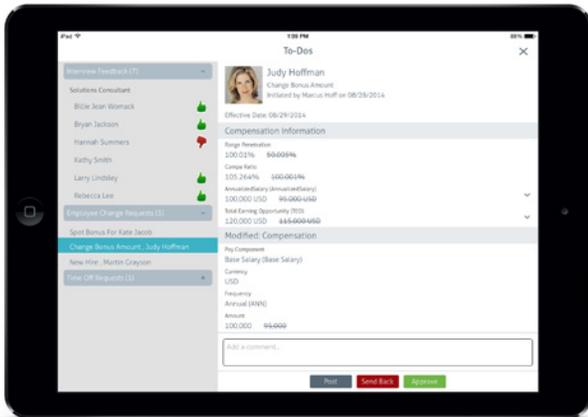### Bring HR closer to your employees

As a SuccessFactors customer, you can extend your employees' HR experience simply by turning on mobile access for your organization. Your employees will be more engaged, more productive and much smarter about the way they work. Your workforce can complete HR tasks more quickly and perform strategic HR activities more frequently, improving your business agility and increasing your user adoption of SuccessFactors.

With SuccessFactors Mobile you can:

- **Get to know your organization.** Browse your company's org chart. Drill down on an individual's Quick Card and see whom they report to, who reports to them, and the person's role in the organization. With searches based on location, title, or position, you can also locate a co-worker's contact information quickly – and call or send an email in just one click.

- **Collaborate around relevant business content.** Employees can increase their productivity by staying connected to people and projects when they're away from the office. They can use SAP Jam on their mobile device to watch videos, view documents, add comments, and send direct messages. Plus, they can capture and share photos and videos.

- **Keep the process moving.** Staying on top of workflows can be a challenge when everyone's schedule is busy. With SuccessFactors Mobile, managers and executives can approve employee change requests on their smartphones and tablets. No more logging in on the Web to move workflows forward.

- **Learn from anywhere and anyone.** SuccessFactors Mobile users can access their Learning plans, register for classes, and receive notifications of due dates and course assignments. Plus, users can complete entire courses from their phones or tablets, even when offline. Additionally, employees can create and publish quick how-to-guides by taking and annotating photos from their smartphones.

- **Speed up recruiting.** Losing the top candidate to fill a key position is not just frustrating; it's a drag on everyone's productivity. SuccessFactors Recruiting on mobile eliminates unnecessary delays by bringing essential recruiting capabilities, such as sharing feedback on candidates and approving offers, to your entire hiring team, wherever they may be.

Approve employee change requests on your mobile device and move workflows forward

- **Stay focused on your goals.** Making goals available anytime increases engagement and ensures company objectives are met. Mobile Goals allows employees to view their goal plans and to update their status and progress toward completion. Managers can view the goal plans of their direct reports and receive alerts when a goal has been updated.

- **Gain workforce insights.** Traditional analytics applications require managers to comb through high volumes of data to find relevant insights. Headlines provides managers with personalized and predictive workforce analytics, delivered in plain language, enabling them to make better, fact-based decisions.

- **Give new hires a better day-one experience.** New hires can install SuccessFactors Mobile on their own mobile devices before their start date for a more successful onboarding experience. They can access the agenda of the onboarding program, connect with their manager or assigned buddy and see a map with the exact address of where they need to show up on their first day.

- **Hold better one-on-ones.** One-on-one meetings are critical for setting direction, addressing obstacles, and aligning efforts. However, valuable time is often lost each week deciding priorities and choosing what to discuss. With Touchbase, a feature in SuccessFactors Mobile, employees can add items to a synchronized list whenever they want and wherever they may be, so they spend more time in one-on-ones discussing and resolving issues.

- **Request time off on the spot.** Mobile users can view their time-off balance, submit time-off requests to managers, and let people know when they're going to be away. They can also block their calendar, cancel appointments and update their SAP Jam status so colleagues know when they won't be in the office.

Access your data, anytime, anywhere with confidence

With SuccessFactors Mobile, remote access to your HR information is secure – SuccessFactors uses industry-standard authentication, data transport protocols and encryption.

The SuccessFactors Mobile security features include the following:

- Each device is associated with an existing user account. When the user's account is suspended or disabled, SuccessFactors Mobile access is also suspended.

- SuccessFactors administrators can require users to enter a PIN code. Admins also can remotely deactivate any device, disabling access to SuccessFactors and erasing all sensitive data.

- A simple two-step mobile activation process leverages the optional single-sign-on (SSO) configuration on the web application.

- The SuccessFactors Mobile app can't be activated on jailbroken devices.

Find people in your company fast and then connect via email, phone, or a text

Get started today

Getting started on SuccessFactors Mobile is free, easy and secure. Because it is included as part of your SuccessFactors subscription, there are no additional license or upgrade fees, and with every new release, you enjoy automatic app updates, served directly from the app stores to your employees' devices.

A simplified mobile administration interface gives you everything you need to easily deploy SuccessFactors Mobile. From it you can configure security mobile settings, select which features to make available on mobile, manage mobile access rights, and remotely manage active devices and users.

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