

SAP Product Brochure
SAP® SuccessFactors® People Analytics

SAP® SuccessFactors® People Analytics

THE BEST RUN





Trusted guidance to lead your workforce, manage change, and drive results

Many organizations are being forced to change the way they operate, but **how do they know what changes to make?** How do they know what's working and what's not?

The value Human Resources (HR) provides has never been more important than it is today. Things like how people work, skills that are needed, and employee well-being are all top of mind for every business leader. At the same time, successful organizations must tap into the full potential of their employees while meaningfully connecting them to the company's purpose and mission. It is crucial that the HR organization can identify and close gaps in the workforce and measure the impact of its people initiatives on business results.

But companies face an inherent gap between vision and execution confounded by human bias—when you don't trust your data you turn to instinct which can include unconscious bias. Or delayed insights—when organizations don't have current data it can lead to poor decisions based on stale data. And finally, lack of clear next steps makes it nearly impossible for your organization to execute and turn your plans into action.



Solution

A modern, digital HR organization steps beyond the automation of HR processes and operations and takes a strategic approach, starting with business challenges, identifying workforce drivers and measures that impact results, and engaging the total workforce. Through digital transformation, HR can bridge the gap to help drive the leadership agenda.

With SAP SuccessFactors® People Analytics, we provide workforce intelligence and collaborative planning, augmented with the power of predictive analytics and machine learning technology.



With SAP SuccessFactors People Analytics we offer **workforce intelligence** and collaborative planning.



Strengthen your leadership

SAP SuccessFactors People Analytics improves your ability to lead your workforce, manage change, and drive results. We do this with powerful, personalized insights that influence decisions and stimulate action for your entire workforce.

With SAP SuccessFactors People Analytics you can:

- Clearly communicate with compelling stories and visualizations that show how and where your workforce impacts business results
- Accelerate decision-making with meaningful, easy-to-comprehend analytics leveraging data, metrics and benchmarks from HR and talent management processes



Figure 1: SAP Digital Boardroom improves boardroom decision-making with real-time, accessible insights.

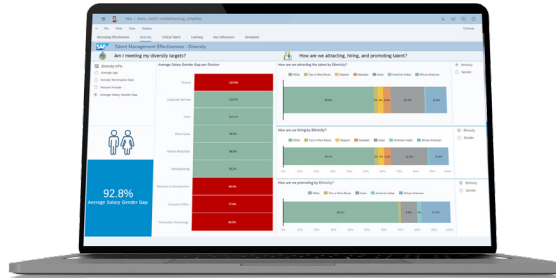
Strengthen your leadership

Motivate managers

Engage your entire workforce



- Improve collaboration on workforce plans and alignment between HR and finance with what-if scenarios and trend analysis to close operational and strategic talent gaps
- Reduce risk by automatically and visually revealing hard-to-find data relationships and patterns such as impending turnover among top performers or in the leadership talent pool



Strengthen your leadership

Motivate managers

Engage your entire workforce

Figure 2: You can use visuals to highlight key workforce dynamics, such as the impact of diversity programs.



Motivate managers

With SAP SuccessFactors People Analytics, managers and HR professionals can sharpen their focus, become more agile, and improve their team and organizational results. The solution gives you the means to:

- Understand your people and teams better and receive notifications on issues that matter, such as absenteeism, attrition and flight risk, goal alignment, proper training, and fair compensation
- Speed execution with insights anywhere, on any device and leverage SAP SuccessFactors digital assistant to get immediate help and guidance

- Reduce complexity with smart insights, powered by machine learning, that provide immediate and deeper context to information – such as the top factors influencing time to hire – without the need to build more reports and dashboards

Strengthen your leadership

Motivate managers

Engage your entire workforce

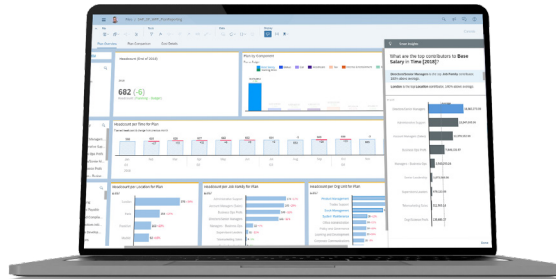


Figure 3: Smart insights provide immediate and deeper context, such as the top factors influencing time to hire



Engage your entire workforce

Every employee can have relevant, timely information at their fingertips to understand what is important and how to improve. This transparency and organizational alignment fosters engagement and enables every person in the organization to:

- Understand their work contributions and impact by tracking progress to completion and adapting goals to trigger course-correction
- Get immediate answers to important personal and financial health questions such as number of vacation days available and take-home salary in comparison to external industry average and employer salary ranges

- Leverage intelligent learning, mentoring, and career path recommendations for personalized career development opportunities

Strengthen your leadership

Motivate managers

Engage your entire workforce



Figure 4: You can gain insights into the health and wellness of your organization.



Summary

SAP SuccessFactors People Analytics enables you to keep your finger on the pulse of your workforce. It helps you identify the leading indicators of organizational effectiveness and formulate action plans to achieve your corporate goals by creating targeted initiatives based on empirical evidence, not “gut feelings.” And with SAP SuccessFactors, you are part of a great customer community that shares insights and best practices, helping you learn and evolve your use of strategic people data.

Learn more

[SAP SuccessFactors People Analytics](#)



Follow us



www.sap.com/contactsap

© 2020 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

The information contained herein may be changed without prior notice. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platforms, directions, and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, and they should not be relied upon in making purchasing decisions.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies.

See www.sap.com/copyright for additional trademark information and notices.