SAP Product Brochure

SAP® SuccessFactors® Workforce Analytics: Insights That Drive Business Results

Today, organizations are growing globally and operating in conditions of great uncertainty, complexity, and risk while managing a diverse workforce at different stages of their career. In this environment, adopting an evidence-based approach to HR is crucial to business success. With leadership of the chief HR officer, companies must treat workforce data as an enterprise-wide corporate asset to effectively and efficiently drive the strategy and growth of the business through its talent.
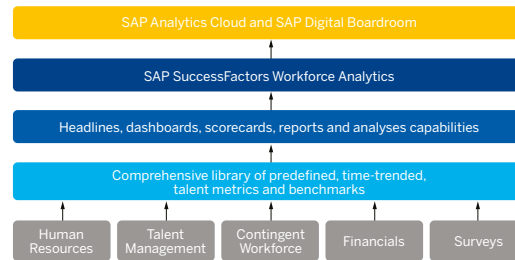
SAP Run Simple

With the SAP® SuccessFactors® Workforce Analytics solution, you can benefit from the technology and expertise of a global leader in people analytics and workforce intelligence solutions. This solution helps you accelerate your organization's understanding of Big Data in HR and use workforce intelligence strategically to drive business impact.

How SAP SuccessFactors Workforce Analytics Helps You Transform Data into Intelligence
SAP makes workforce analytics simple and accessible for HR professionals, analysts, and business partners. They can quickly and accurately answer questions about your workforce and influence talent and business decisions being considered by your managers and executives.

With SAP SuccessFactors Workforce Analytics, you can:
• Automate the collection and verification of your talent data for an insightful, reliable view of your workforce
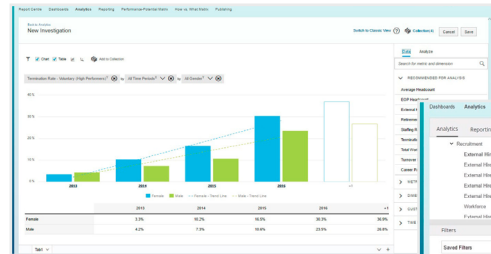
| SAP Analytics Cloud and SAP Digital Boardroom |
| SAP SuccessFactors Workforce Analytics |
| Headlines, dashboards, scorecards, reports and analyses capabilities |
| Comprehensive library of predefined, time-trended, talent metrics and benchmarks |

| Human Resources | Talent Management | Contingent Workforce | Financials | Surveys |

– Integrate data from multiple systems (core HR, talent, engagement, financials, and so on) to see how investments in people impact business results
– Rely on SAP to manage data quality so you can focus on data utilization and policy interventions
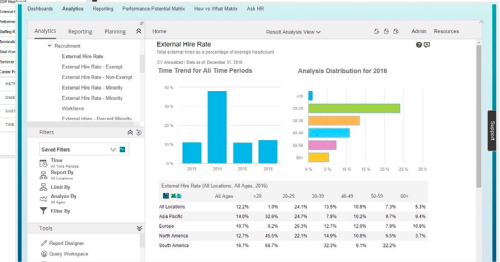
Automate the collection and verification of your talent data for an insightful, reliable view of your workforce.

Investigate issues

Standard metrics

- Access the most comprehensive library of predefined, time-trended, talent metrics and benchmarks
  - Create a single version of the truth by using standard definitions of workforce metrics, enabling managers and leaders to make decisions based on a common understanding of the data
  - View "explain text" that describes the metrics and provides in-context guidance for interpreting results
  - Filter and segment your metrics by dimensions such as gender, age, and ethnic background; by job characteristics such as function, tenure, and salary; and by hierarchies such as organization structure, location, or supervisory relationships
  - Use built-in benchmarks to assess how your organization compares with your peers

- Improve visibility and accelerate investigations using visually interactive analysis tools that make it easy to spot workforce opportunities and risks

  - Analyze and forecast trends across metrics and dimensions, including headcount, hiring, and turnover
  - Use talent-flow analytics to visualize and analyze workforce mobility across business units, locations, or job families to understand how the movements affect cost models, career-pathing initiatives, and succession plans
  - Go "beyond the headlines" to investigate your company's progress on diversity and inclusion initiatives or to strengthen your leadership bench
  - Apply basic statistical methods, including scatterplots, significance tests, correlations, and regression

- Create personalized headlines, dashboards, and reports to share insights that matter
  - Automate exploration of talent data, easily identify pain points and hot spots relevant to each manager, and present personalized, easily understood alerts in the user's own language
  - Build queries with results in pivot tables and charts that have rich graphic styling
  - Generate reports and export in raw, Adobe PDF, or Microsoft Word, Excel, or PowerPoint formats; automate distribution of strategic reports and dashboards based on role-based security
  - Leverage standard connector with the SAP Analytics Cloud solution to showcase workforce metrics in SAP Digital Boardroom

- Drill to detail from aggregated data and take action
  - Use predefined questions to access analyses and benchmarks, and answer common and critical human capital questions
  - Understand root causes, trends, or hotspots
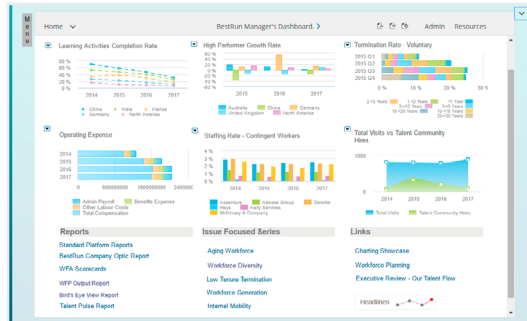
HR business partner dashboard
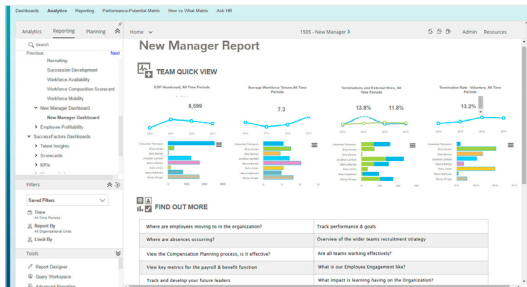
New manager report

PROVEN SOLUTION THAT DELIVERS RESULTS

With SAP SuccessFactors Workforce Analytics, you can sharpen your business strategies and improve workforce profitability. Extensive, mature capabilities enable you to uncover powerful analyses across your people and business data. Compelling visualizations, standardized metrics, and peer benchmarks yield deeper insights. The security and authorization framework gives you the control and flexibility to define access for roles and individuals.

With this solution, you can 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, you are part of a great customer community that shares insights and best practices, helping you learn and evolve your use of strategic workforce data.

Create personalized headlines, dashboards, and reports to share insights that matter

SAP SuccessFactors ♡

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