Add Cloud to On-Premise Deployment for Leading-Edge Human Capital Management

Choosing the deployment option that best meets your needs

With large investments in on-premise solutions for human capital management, many firms wonder about cloud-based solutions. Cloud solutions offer quick access to innovative business tools – while minimizing costs for hardware, development, and maintenance and reducing reliance on IT. Our hybrid approach at SAP maximizes these benefits and leverages your on-premise investments.

Combining the SAP® ERP Human Capital Management (SAP ERP HCM) solution with SuccessFactors Business Execution (BizX) – a suite of solutions from SuccessFactors, an SAP company – provides on-premise and innovative cloud-based solutions for managing a key asset: people. If you've made sizable investments in core on-premise software for payroll or HR shared services, for instance, you can integrate cloud-based SuccessFactors BizX solutions into your current landscape for talent management support.

This highly flexible hybrid approach lets you choose an appropriate deployment path that meets your particular requirements for speed, modularity, cost, and control. Standardized integration between SAP ERP HCM and SuccessFactors BizX solutions provides best-of-breed functionalities for talent management while making the most of your core, on-premise HR applications. Packaged integration services help you take advantage of this hybrid solution.

Add advanced talent management to existing HR processes

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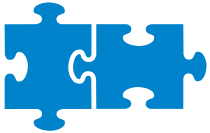
Integrate on-cloud and on-premise tools for improved support

Extend your global reach

With SAP ERP HCM, you have unmatched global reach, support, and scalability to help ensure consistent and compliant HR practices throughout your organization. Renewing the user experience across our on-premise HCM solution has been a key focus over the past few years. SAP ERP HCM offers a design, look, and feel that is user-friendly for employees, managers, and HR professionals. Whether you are entering new-hire data, approving a vacation, or initiating a change of address, SAP ERP HCM provides a leading-edge user experience.

In addition, talent management is well-suited to cloud deployments that can quickly deliver the latest business tools. By adding SuccessFactors BizX, you get industry-leading support for learning, recruiting, performance management, compensation management, and succession management. The suite offers workers a personalized experience through which they can access the people and information that matter most.



Our hybrid approach to talent management lets you optimize your HR processes without disturbing your core HR solutions or increasing IT resources.

Integrate on-cloud and on-premise tools for improved support

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Data integration – Employee and organizational data stored in your on-premise software is fully integrated with SuccessFactors BizX to help ensure that data is always consistent, accurate, and timely.

Process integration – Integration at all relevant process points enables comprehensive support in attract to hire, pay for performance, and other areas. The results of talent-related processes (such as compensation) are reflected in core on-premise processes (such as payroll).

User experience – Users can access core HCM processes and talent processes via standardized menus and navigation structures. Single sign-on and unified software system access help ensure an intuitive user experience.

Combining creativity and deep HCM experience, SuccessFactors BizX solutions support cutting-edge talent management capabilities to help you:

- Identify, develop, reward, and retain top contributors
- Maintain the right mix of assessment, compensation, benefits, and career development programs
- Align individual and team goals with corporate strategies
- Improve employee satisfaction and engagement through personalized development programs

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Integrating support for these activities and those supported by SAP ERP HCM helps make your employees more effective and your business stronger.

Figure: Example of SAP and SuccessFactors Software in a Hybrid Model

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Backed by decades of experience, SAP and SuccessFactors offer quality human capital management tools to companies in more than 160 countries and 26 industries. Localization – including language, currency, payroll, and tax regulations – is available in 89 countries. More than 6,400 local service and channel partners around the world are available to support our solutions.

HCM and talent management solutions from SAP and SuccessFactors are scalable to fit companies of all sizes. SAP and SuccessFactors solutions help ensure globally consistent processes, data, and best practices for more than 16,000 customers and 15 million cloud users.

Adopt comprehensive and innovative solutions for human capital management.

Improve strategic alignment, efficiency, and productivity

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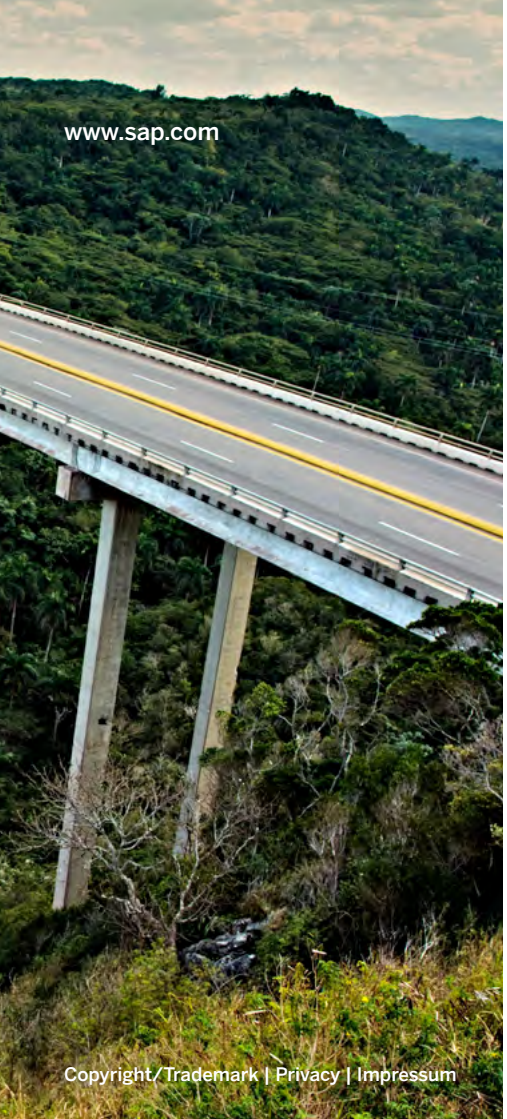
In addition to giving you quick access to software innovations in talent management, combining the SuccessFactors BizX solutions with SAP ERP HCM can help you reduce your need for IT resources and lower IT costs. Plus, the combined solution can accelerate business results and give you the transparency you need to find and manage talent across the world.

Combining a cloud-based talent-management solution with core on-premise functionality for human capital management can improve process consistency and compliance. This unified approach helps ensure data integration and security. It can also let you harmonize HCM policies and processes and improve strategic alignment and productivity. You can improve employee retention, satisfaction, and performance.

SuccessFactors BizX can offer a short time to value and the agility you need to respond rapidly to new business opportunities. Implementation costs and time are minimized and more predictable. While additional development is not required, you can customize the software to suit your needs.

More than 500 enterprises run successfully integrated solutions from SAP and SuccessFactors.



Summary

Combining the on-premise SAP® ERP Human Capital Management solution with the SuccessFactors Business Execution (BizX) cloud-based suite of solutions lets you leverage your current SAP software footprint and protect strategic investments. At the same time, it allows HR to tap an array of innovative and standardized talent management tools. Packaged integration services delivered by SAP help improve process consistency and transparency and increase the quality of HR decision making. SuccessFactors is an SAP company.

Objectives

- Leverage existing investments in on-premise software for human capital management (HCM)
- Add innovative tools for talent management
- Minimize software deployment and maintenance costs
- Reduce IT resources and costs

Solution

- Best-of-breed talent management functionalities in the cloud that integrate with core on-premise HCM functionality
- Integration of data, support for HCM processes, and a modern user interface

Benefits

- Fast implementation and time to value for support for HR processes
- Lower risks after hundreds of SAP customer successes
- Easier adoption due to preservation of existing HR system structure, data, and processes
- Improved employee retention, satisfaction, and performance

Learn more

Contact your SAP representative, or visit us online at www.sap.com/hcm.

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