

Job Architecture and Platform



SuccessExpress

Employee Profile

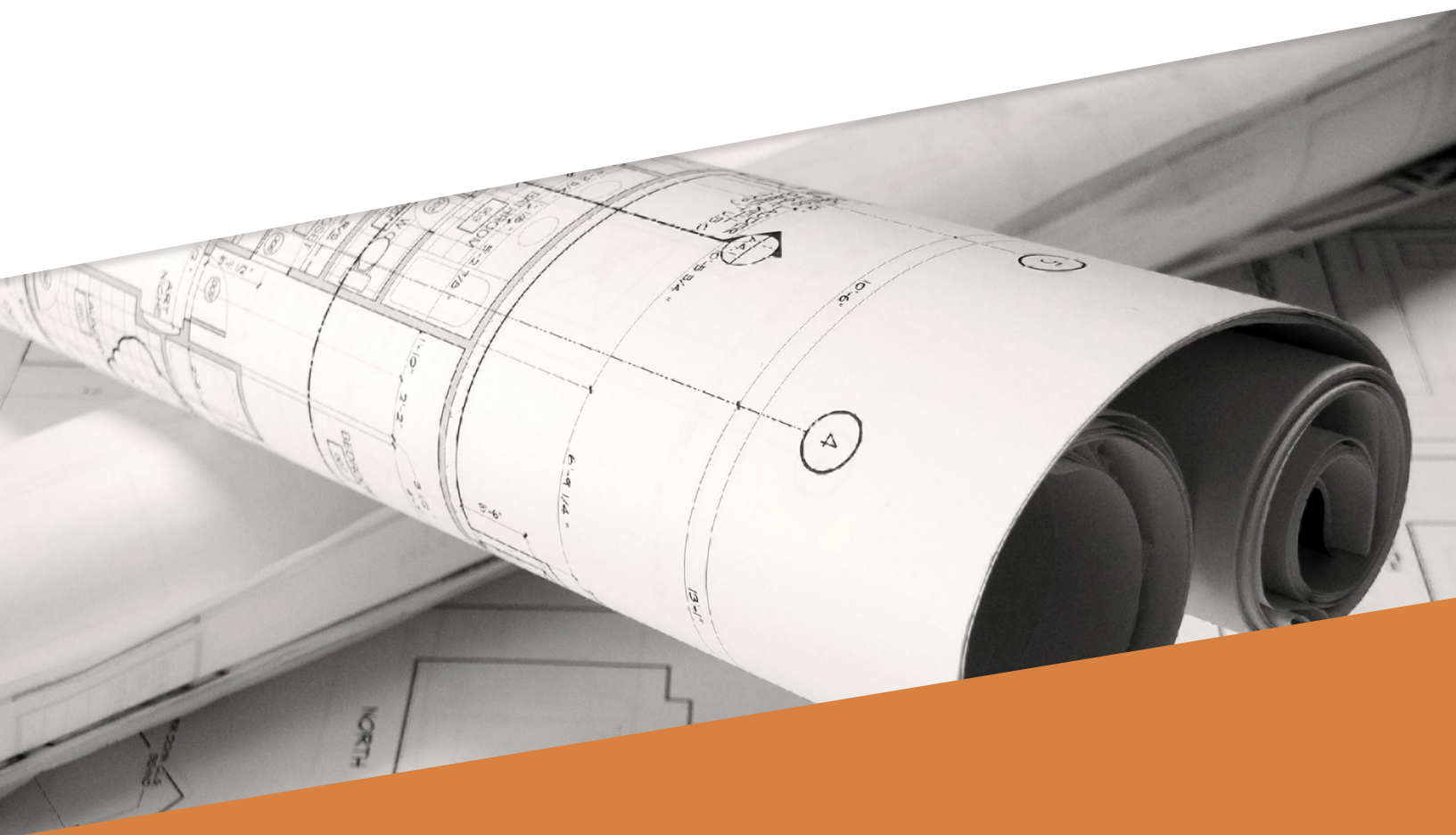
Provides a complete view of your personal and talent related data

Dashboards and Reports

Utilise standard reports or create ad-hoc reports

Notifications

Inform users about progress via e-mail and on-system



Platform enables the basic set-up of a SuccessFactors instance including the creation and maintenance of an organisational structure and user management. It allows users to manage employee data through the **Talent Profile**, well defined **Job Architecture** and **Reporting** functionalities. It also enables the HR manager to easily modify the Home Page appearance.

Job architecture forms the backbone of talent management processes and includes a **Job Profile Template** and **Job Profile content creation** (such as **Competencies** and **Education** requirements).



What is included

Talent Profile

Stores employee information and enables managers to view direct reports' career information, performance, experience, etc.

Job Profile

A collection of competencies, skills and background elements required for the fulfillment of a job role.

Organisational Structure

Provides a visual image of how the organisation is connected. It enables you to navigate up, down and laterally through the organisational structure.

Home Page and Tiles

The landing page contains various tiles providing access to the activities and processes available in the system.

Email Notifications

Provides the ability to automatically send emails to employees when specified events or changes occur.

Password & Login Policy

Provides a set of rules designed to improve security.

Dashboards and Reports

View a graphical summary of your team information. Additional ad-hoc queries can also be created.



Benefits

- Enables users to easily update and manage talent profile related information.
- Provides reporting functionality to HR and management through standard dashboards.
- Allows efficient review of employee profiles through listing the skills and competencies.
- Allows the user to gain visibility into company performance via reports.
- Job architecture and profiling serves as a guide to reflect the future talent needs of your company.



Implementation timeline

Choose from three implementation and support approaches allowing different levels of configuration freedom:

SuccessExpress

For clients who want to enable an "out-of-the-box" baseline solution using best practices and no configuration adjustments.

Implementation time:
2 - 4 weeks

SuccessAccelerated

Built on the baseline of SuccessExpress for clients that need basic configuration and process adjustments.

Implementation time:
6 weeks

SuccessTracks

Utilising a traditional implementation approach to build a customised solution from the ground up with company specific configuration.

Implementation time:
12 - 30 weeks