

# SuccessFactors

## Move your business' HR function to the cloud

### YOUR PARTNER IN PEOPLE MANAGEMENT

At BCX, we've built a proven track record in Human Capital Management (HCM) implementations. Now, as a Gold VAR partner to SAP in the SuccessFactors space, we offer an even more comprehensive suite of HCM services.

### WHAT IS SAP SUCCESSFACTORS?

SAP SuccessFactors is a fully-integrated cloud solution for 'hire to retire' HR processes. In combination with the deployment of SuccessFactors Employee Central, this solution enables organisations to move HCM to the cloud. It offers rich self-service features to employees

and managers while maintaining a robust and compliant payroll system. As a result, your organisation can rely on an integrated, cost-effective, end-to-end payroll solution in the cloud from a single, proven provider.

### WHY THE TREND TOWARDS CLOUD-BASED PEOPLE SOLUTIONS?

Many companies are recognising that moving core HR functions to the cloud reduces costs, improves efficiency and drives innovation. Global trends show that not moving to the cloud, their own companies may become irrelevant and stagnant, thereby their own brands are not going to be attractive to the best talent.

## SUCCESSFACTORS IMPLEMENTATION AREAS

SuccessFactors' HCM suite includes core HR modules:

- Employee Central (EC)
- Payroll
- Recruitment
- Onboarding
- Performance and goals
- Succession and development
- Compensation
- Global employee benefits
- Employee performance management
- Employee engagement tools
- Workforce planning
- Workforce analytics

## FEATURES AND BENEFITS

POPULAR SUCCESSFACTOR FEATURES	BUSINESS BENEFITS
Full suite of HCM - from hire to retire	<ul style="list-style-type: none"> <li>• Global system of record</li> <li>• Complete workforce data</li> <li>• Powerful analytics</li> <li>• Social collaboration</li> <li>• Seamless integration</li> <li>• Continuous innovation</li> </ul>
Partner-managed cloud	Scalable solutions that will offer customers flexible solutions and licencing structures.
SuccessFactors EC payroll	Cloud-based payroll saves time and is cost effective.
SuccessFactors EC with localised payroll	Covers over 40 African countries with seamless integration.
Bolt-on solution: Enable Now - collaborative employee self-service	Streamlines all HR processes via mobile devices.
This is on our roadmap. Bolt-on solution: Qualtrics - experience management.	<p><b>Improves employee engagement across the organisation, allowing you to:</b></p> <ul style="list-style-type: none"> <li>• Act quickly on real-time data to address problems.</li> <li>• See how your actions impact employee productivity and organisational KPIs</li> <li>• Reduce unwanted and costly attrition.</li> </ul>
SAP S/4 - runs in-memory with a single database, SAP HANA	<ul style="list-style-type: none"> <li>• Centralised, streamlined business suite powered by real-time data</li> <li>• No distinction between application and database layer</li> </ul>

## PRODUCT OPTIONS

SAP SUCCESSFACTORS CORE: RR	SAP SUCCESSFACTORS TALENT – EEE
<p>Smart automation, supporting intelligent services and HR workflows across system and business functions.</p> <p><b>Remunerate and Retain:</b></p> <ul style="list-style-type: none"><li>• Employee Central and payroll package</li><li>• Enable now</li><li>• Compensation</li><li>• Qualtrics</li></ul>	<p>Bridge the gap between strategy and execution by driving business alignment, continuously optimising workforce performance, and maximising engagement and productivity.</p> <p><b>Enable / Engage and Empower</b></p> <ul style="list-style-type: none"><li>• Recruitment</li><li>• Onboarding</li><li>• Performance and Goals</li><li>• Succession planning</li><li>• Jam</li><li>• Analytics</li><li>• Profile Builder</li><li>• Enable now</li><li>• Compensation</li><li>• Qualtrics</li></ul>

## APPLICATION SUPPORT FROM BCX

BCX is dedicated to assisting organisations in their HCM transformations. Our SuccessFactors implementation enables and supports your business in remaining competitive and relevant.

### Tailored to your business' needs, our SuccessFactors offering can include:

- Full implementation (cloud based implementations include detailed workshops as well as Change management)
- Support
- Release management
- Outsourced payroll
- Lift and shifts
- Upgrades
- Enhancements

Whether you are new to SuccessFactors, have an existing SAP HCM footprint, or you want to smartly combine cloud and on-premise systems, we are here to help you along your cloud journey.