

For HR Line of Business Professionals

# Employee Engagement Solutions for SAP Success Factors

Powered by SAP HANA Cloud Platform

## THE SIGNIFICANCE OF EMPLOYEE ENGAGEMENT

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Increasingly diverse and geographically-dispersed workforces combined with intense competition to hire and retain qualified employees have forced organizations to elevate their approach to employee engagement. They need to attract, motivate, retain and engage employees though not only the core HR functions of compensation, benefits, performance management and talent development but engagement programs such as work-life effectiveness, recognition, and reward systems(1).

Strategic employee engagement programs, if designed correctly, are cost-effective and valuable tools that can measure and increase employee involvement and enthusiasm in their work and contributions to their employer's goals or values. Companies in the top quartile of employee engagement have generated 16% higher profits and 18% higher productivity than those in the bottom quartile (2).

Industry research analysts have also evaluated the relationship between employee engagement and employee turnover. Companies with highly effective recognition programs have 31% lower voluntary turnover than organizations with ineffective recognition programs (3).

To be most impactful, engagement solutions require innovative features to enable full-service, effective management of strategic engagement programs. Social and gamification elements along with rich analytics and mobile capabilities that interoperate with existing HR solutions are necessary to keep pace with changing HR needs and organizational goals.

***Companies with highly effective recognition programs have 31% lower voluntary turnover***

## THE SAP HANA CLOUD PLATFORM: MOVING ENGAGEMENT STRATEGIES FORWARD

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Many organizations turn to HR applications currently in use as the starting place to evolve and innovate their HR practices. While the SAP SuccessFactors portfolio of solutions distinctly covers core HR functions like compensation, performance and benefits, it does not include functionality to manage new HR initiatives that come along such as employee engagement.

This is where the SAP HANA Platform comes in. It can extend existing SAP SuccessFactors or SAP HR solutions to integrate new functionality or applications that foster employee engagement.

The SAP HANA Cloud is a full-featured platform as a service (PaaS) that provides organizations with an agile cloud development environment to quickly build and extend personalized applications that tie back to your HR solution. This ability to quickly build and deploy next generation HR extensions empowers organizations to complement, reimagine and evolve their HR practices easily and effectively



The Best-Run Businesses Run SAP™

SAP SuccessFactors 

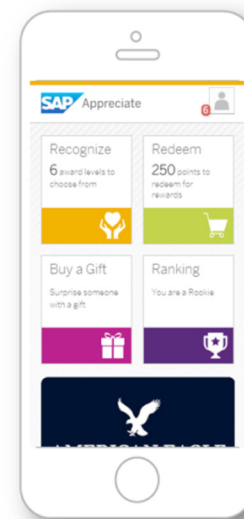
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## EMPLOYEE ENGAGEMENT SOLUTION FOR SAP SUCCESS FACTORS

SAP together with Semos, an SAP Partner, have created an employee engagement solution extensions for SAP SuccessFactors. These engagement solutions were developed using the SAP HANA Cloud Platform, giving you access to proven flexibility, integration, and data security, and the ability to deliver on any additional features, future adaptations and compliance requirements.

Available through the [SAP HANA App Center](#), Semos offers these out-of-the-box solution extensions with implementation services for deploying and adapting the solution to your organization's unique HR employee engagement program needs and requirements.

- [JobPts](#) is a recognition and rewards system that motivates employees to achieve goals and milestones with an instant and all-digital rewards network.
- [SurveyRocks](#) delivers surveys and assessments to the workforce to help HR organizations and line of business managers make analytical decisions on employee feedback and company culture.
- [Healthain](#) helps employees manage their health and wellness with active support and feedback on progress towards health goals.
- [ME-ntor](#) provides a complete mentoring solution for engaging, developing, and retaining your organization's talent.
- [Total Rewards Hub](#) provides one hub for all HR employee benefits including compensation, recognition, employee assets and communication.



## HOW THE SOLUTIONS WORK

SAP and Semos are committed to helping you build a stronger culture of employee engagement to acknowledge the excellence within your organization with best-in-class performance and robust data security for sensitive employee and feedback data.

### Access and Dashboards

Access to the employee engagement solutions can be easily integrated within the SAP SuccessFactors home page already used by employees and HR personnel. Native tiles visualize KPIs and present quick highlights from each HR solution in use while also providing quick links to the respective solution dashboards and detailed functionality—all accomplished via single sign-on. (see fig. 2) Each solution also comes with a default landing page with an instant overview of all available functionalities laid out using organized easy-to-use tiles with single click or touch access.

Administrative access for a variety of backend functionality such as locations, languages, pending workflows, catalogues, user authorizations, reports, analytics, and more is also available. In addition, technical operators can have optional access to the operations cockpit where the technical integrations like single sign-on and security are managed.

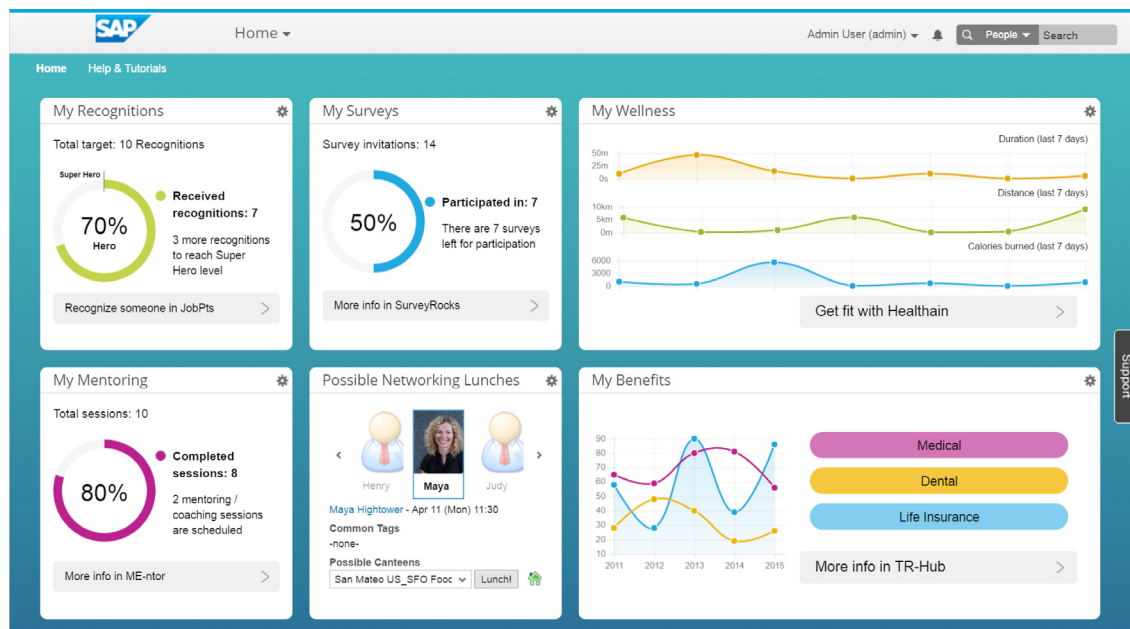


Fig. 2: Employee engagement solutions integrated within SAP dashboard

## HOW THE SOLUTIONS WORK continued

### Employee Processes and Experience

All employee processes in the solutions are supported for peer-to-peer, manager-to-employee, employee-to-manager, and team relevant experience. All applications have simple and consistent user experience with the option of guided user assistance for faster and error-free completion of tasks.

The employee processes can be configured in the system based on your organization's preference. Pre-configured content and examples are available out-of-the-box. For example, the SuveyRocks' application has sample assessments and surveys out-of-the-box for easy deployment and adoption.

### Reporting and Analytics

Role-based reports on all key processes and workflow-related data are easily created for the entire population of end-users, managers and HR administrators. The engagement solutions also take advantage of the SAP HANA in-memory database for lightning fast reporting, analytics, and transactional processing. After visualizing and composing the analytics, HR users can share executive-style reports with live real-time data connection to company stakeholders.

### Architecture Overview

SAP SuccessFactors employee engagement solutions are architected using the groundbreaking cloud resources and technologies of SAP HANA Cloud Platform including the SAP HANA database and native programming models for the transactional logic and analytical processing. Key business services such as Security, Integration, Analytics and UX are utilized on top of the cloud deployment services.

The engagement suite benefits from shared services such as gamification points system, catalogs, survey and task engine that can be reused across all the solutions. Each solution has a specific implementation of business logic, reports, workflows and configurations. (See fig. 3)

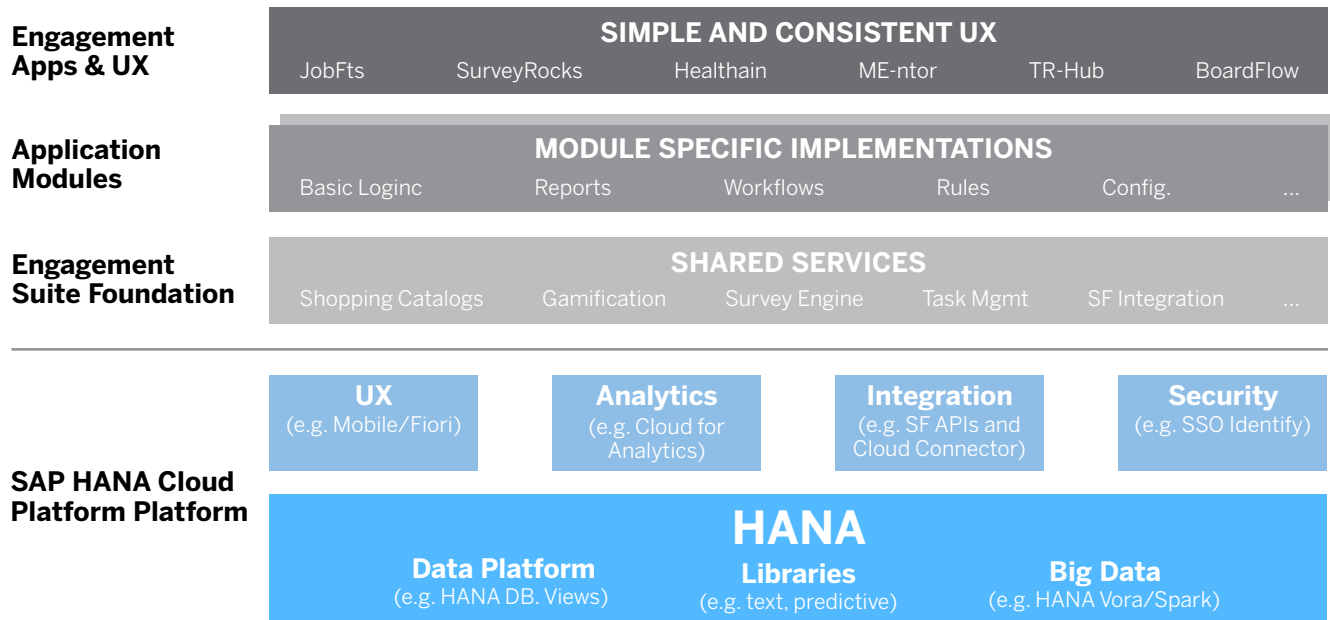


Fig. 3 Employee engagement solutions architecture

## HOW THE SOLUTIONS WORK continued

### Integration with SAP SuccessFactors and SAP HR

The supported SAP HANA Cloud Platform integration scenarios include:

- User authentication integrated through the SAP SuccessFactors Identity Provider or the SAP Cloud Identity service provided as part of the HANA Cloud Platform
- Integration with SAP SuccessFactors out-of-the box core HR solutions or the on-premise SAP HR solution available through APIs or by using the HANA Cloud Integration and Cloud Connector service provided as part of the HANA Cloud Platform
- Compatibility with the latest versions of Chrome and Internet Explorer and any web-enabled mobile devices such as tablets and smart phones

## GET YOUR EMPLOYEE ENGAGEMENT PROGRAM UNDERWAY

The Semos and SAP employee engagement solutions provide full-service, effective management of strategic and innovative engagement programs. Based on the SAP HANA Cloud Platform standard for rapid application development, these solutions can help modernize, accelerate and innovate your organization's HR practices in a very fast and simple way.

Learn how to easily build next generation HR applications and solution extensions using the SAP HANA Cloud Platform and visit the [SAP HANA App Center](#) to test drive the employee engagement solutions.