



## SAP SuccessFactors

Optimize your most critical asset -  
your human capital.

*Aligning the strategy for Human Capital Management (HCM) with business strategy has been a top priority for organizations for many years. With the ease of accessing applications on the cloud, HCM transformation is faster and easier.*

SAP SuccessFactors is a complete software solution that incorporates all key areas of HCM from Recruitment and Onboarding to Succession and Workforce Planning. The combination of analytics and reporting of business data creates powerful insights for leaders for effective change management that ties to business goals.

Microexcel's dedicated SuccessFactors practice focuses on achieving three key goals for HCM technology related transformation:

**Talent Management Measurement:** Increase talent engagement and measurement through the SAP SuccessFactors Suite designed to satisfy common talent management gaps

**Increase People Productivity:** Automate manual processes allowing core HR teams to focus on talent and not on data entry

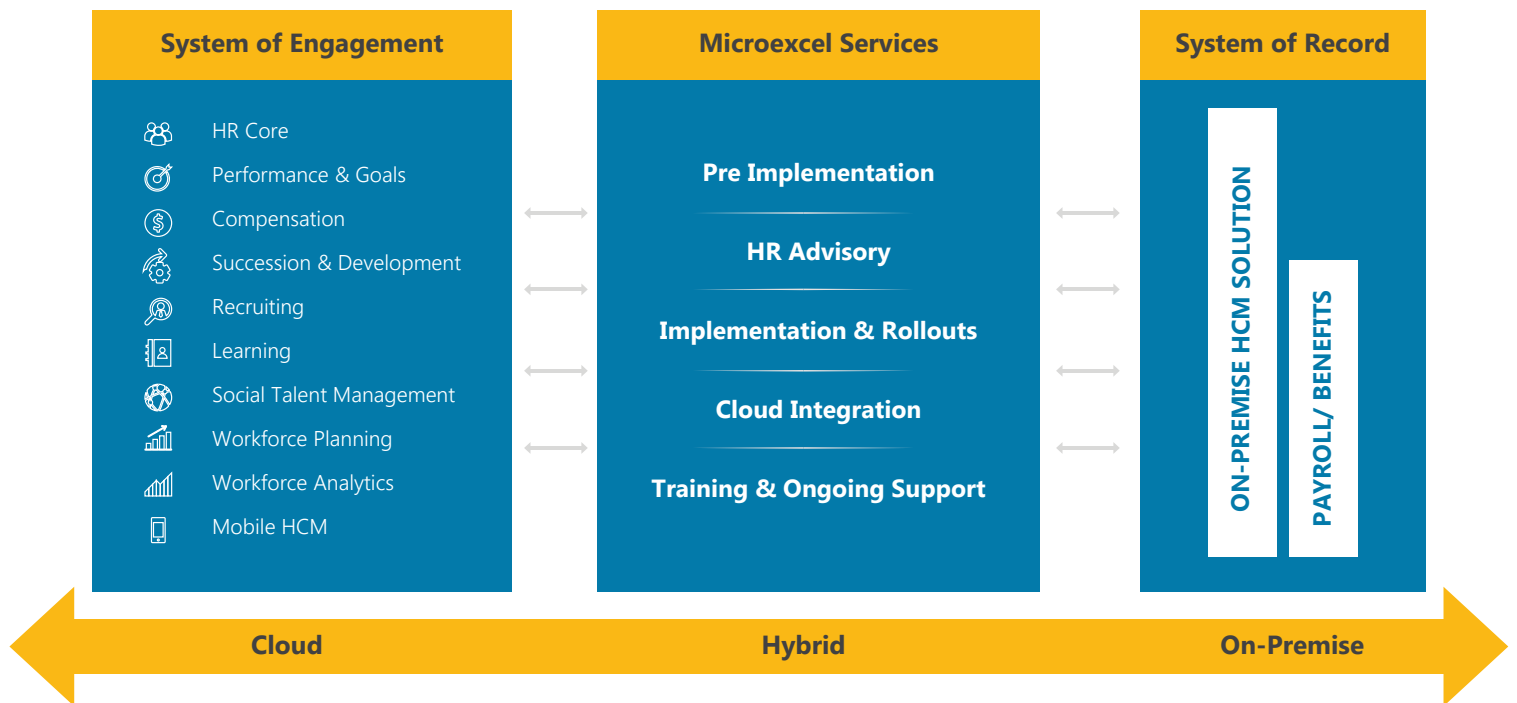
**Strategic Alignment:** Align performance and goals to the corporate business objectives.

### Comprehensive Services

Each organization has different levels of transformation readiness. The scalability of SAP SuccessFactors' cloud architecture helps companies to choose and implement the modules at their own pace.

Microexcel provides complete services to help companies deploy the right solution and provides ongoing support to leverage the full functionality of SuccessFactors software to continuously produce, measure, and improve business results through people productivity.

Our proven methodology, built on industry best practices and refined over numerous implementations, ensures your projects always align with current business needs, yet also have the flexibility to support your future vision and culture.



Microexcel's teams have a long history of successful HR system implementations and our approach will ensure you reap the most business value from:

- ▶ An Employee Central solution that provides an HR system of record with employee data, and organizational and pay structures
- ▶ An end-to-end recruitment system including social media capability
- ▶ Comprehensive learning capability including iContent, social learning, learning management and analytics
- ▶ Clear and engaging performance management processes including goal libraries, cascading goals, 360 degree reviews and calibration
- ▶ Succession planning tools to identify and anticipate and bridge the talent gaps in your organization
- ▶ Compensation management to dramatically improve budget accuracy

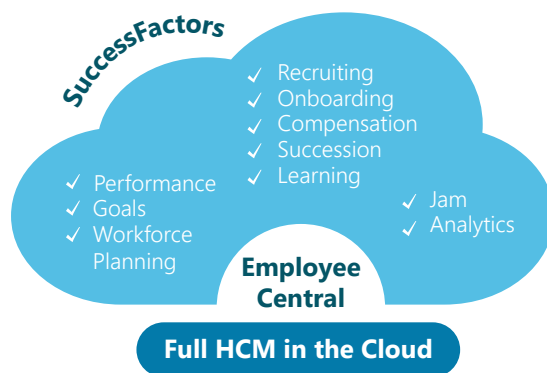
## Microexcel's services support the three major deployment approaches:

**Full HCM in Cloud** – All core HR and talent management modules are in SuccessFactors with checkpoint as the configuration sign off.

**Full HCM on premise** – All core HR and talent management modules are in SAP Enterprise Portal.

**Hybrid** – A combination of both SAP HR core modules and SuccessFactors talent management keeping existing HR investments intact.

## SuccessFactors - SAP Implementation Strategy



### FULL HCM On-Premise

#### SAP HCM

- ✓ Workforce Planning & Analytics
- ✓ Core HR & Payroll
- ✓ Time & Attendance Management
- ✓ Talent Management

HYBRID		
Cloud		On-Premise
<ul style="list-style-type: none"> <li>✓ Performance &amp; Goals</li> <li>✓ Compensation</li> <li>✓ Succession &amp; Development</li> <li>✓ Learning</li> </ul>	<ul style="list-style-type: none"> <li>✓ Workforce Planning</li> <li>✓ Workforce Analytics</li> <li>✓ Recruiting</li> <li>✓ Social (Jam)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Core HR</li> <li>✓ Payroll</li> <li>✓ Time &amp; Attendance</li> <li>✓ Workforce Analytics</li> </ul>

## Benefits of Partnering with Microexcel

- ▶ 200+ HCM application specialists across products/ERP platforms
- ▶ 300+ HRIS projects (Oracle PeopleSoft, Taleo, SAP SuccessFactors) across 40 countries
- ▶ 20+ SAP SuccessFactors implementation projects
- ▶ Deep understanding of human resources line of business processes
- ▶ Our framework includes proven templates that accelerate your adoption of best practices for faster implementation and return on investment
- ▶ Integration expertise of core HR, hybrid models and cloud
- ▶ We can help you roadmap your HR future – implementation, transformation and operation

To learn more about how you can benefit from our IT expertise and professional services, please send us an email to [info@microexcel.com](mailto:info@microexcel.com)



Microexcel Inc., is a global leader in providing innovative and comprehensive software solutions and services. Founded in 2001, Microexcel merges people and technology to deliver the most value and return on investment for customers. With headquarters in Secaucus, NJ, and offices worldwide, Microexcel provides full services and support to clients in the areas of Microsoft, SAP, Quality Assurance and Testing, Informatica, IT Infrastructure, Staffing, and Interactive Services. Microexcel is also a New York and New Jersey state Certified Minority Owned Business Enterprise.

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