

# SAP SuccessFactors Onboarding Without Compromise

**Ever wonder why employees quit after less than a year?** Or why some new hires come up to speed faster than others? Onboarding is a critical part of a thoughtful talent management strategy, but it is often overlooked as a paperwork process or poorly executed.

More than 80 percent of new employees decide whether or not to stay with a company within the first six months of being hired, and 1 in 4 do leave in the first year. An unorganized or incomplete onboarding process can cause those employees to rethink their decision to join the company just when they should be the most enthusiastic.

When it comes to best-in-class onboarding, 79% of employees received rating of “exceeds expectations” on last performance review leading to 15% yearover-year improvement in revenue per full-time



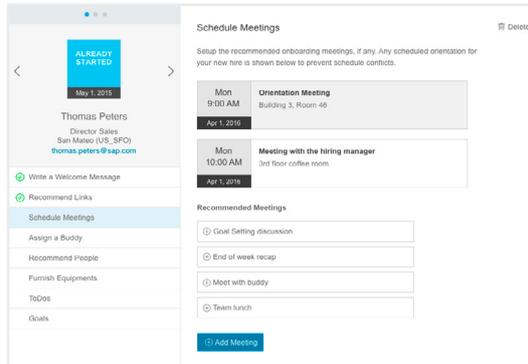
## SAP Product Brochure

equivalent. If you're looking for a new way to improve the bottom line this year, check out our latest innovation: SAP SuccessFactors Onboarding!

### People, Process and Productivity

SAP SuccessFactors Onboarding, part of the SuccessFactors HCM Suite, takes a fresh approach to onboarding. Through a process that is easy, automatic, and personal, SAP SuccessFactors Onboarding improves first-year retention and reduces ramp time by focusing on three key areas:

- **People:** Onboarding is about people, connections with mentors, peers, hiring managers and other employees.
- **Process:** Onboarding can be a complex network of systems tools and stakeholders. Create refined, clear processes to reduce manual intervention while clarifying roles and responsibilities
- **Productivity:** New hires, managers and HR are busy and have different goals in onboarding, but one consistency is by making everyone productive.



### People make the difference

With SAP SuccessFactors Onboarding, a new hire can virtually meet their team and a handpicked group of coworkers and introduce themselves. Also SAP Jam gives new hires access into a deep social network of employees for building connections and consuming relevant content.

### Improving efficiency and compliance through better process

With SAP SuccessFactors Onboarding, step-by-step wizards walk hiring managers through the process of how to prepare for the new hire. For HR, an

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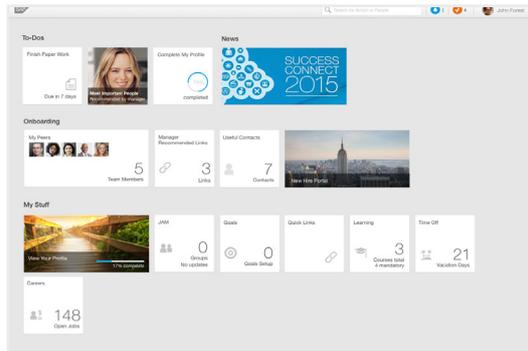
easy-to-use dashboard makes it simple to track progress across the organization. With all paperwork built right into the process, with SAP Signature Management by DocuSign, now you are safe and compliant.

### Reducing ramp time means faster time to productivity

Hiring managers can define short-term goals (30-, 60- and 90-days) the new hire can tackle right away ensuring alignment to help guarantee success. And with SAP Learning, accelerate by delivering training according to role. There is no better outcome than an aligned, trained new hire.

### So much more than Onboarding – Crossboarding and Offboarding

SAP SuccessFactors Onboarding covers all aspects of the employee lifecycle. When employees move within the company know they have efficient knowledge transfer and are able to get up to speed in their new role quickly. And when an employees time at your company comes to an end, be that



retirement, restructuring or seasonality, SAP SuccessFactors Onboarding facilitates a simple, clean offboarding process you would come to expect.

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