SuccessFactors Boosts SMB Performance with New Talent Management Solution

SYDNEY 22 May, 2012 SuccessFactors, an SAP company,today unveiled SuccessFactors Professional Edition,aninnovative Business Execution (BizX) suite designed for small- and medium-sizedbusinesses (SMBs) in Australia. Professional Edition helps owners run theirbusiness successfully by enabling them tomaximize their most important asset their people. In fact, the entire company can take a moreactive role in professional development and talent management through the entiretalent lifecycle. This involves hiring the right people, developing employee skills andundertaking comprehensive 360-degree performance reviews to proactively managenot only the workforce but ultimately the business. ProfessionalEdition gives SMBs a full-featured solution that is easy to use, with minimal implementationcosts.

ManySMB owners believe that the size of their company does not warrant the need fora talent management strategy, said Robert Yue, country manager forSuccessFactors Australia. On the contrary. It is especially important forsmall- and medium-sized businesses to attract, retain and grow their talent. Smallerbusinesses feel the impact of people changes much greater than larger ones,which could then lead to an adverse effect on company performance.

SMBsare an important pillar of the Australian economy, as evidenced by theappointment of the first-ever Federal Small Business Commissioner. AndSuccessFactors Professional Edition is uniquely suited to meet the needs ofSMBs. The solution can be self-implemented through asimple wizard-driven process and can be up and running within a day. Once live, theproducts that come with Professional Edition empower all levels of theorganization to make sure they are aligned with company goals, understand theirrole and performance, and have the right skills to do their job. Human resources managers can make adjustmentsto the product to meet their unique business requirements, and as the companygrows, they can easily add more products or capabilities. This combination of products and flexibilityallows companies of all sizes to quickly realize value by getting theiremployees focused on the right things and making sure they have the right people,with the right skills, in every job.

The Professional Edition suite offers several key performance and talentmanagement essentials:

Managers are equipped with a framework to measure and improve employeeperformance through an automated review process based on best practices,delivering quality feedback that will motivate employees and drive performance.Foremployees, it uncovers specific developmentopportunities through both annual and 360-degree reviews. The suite also provides small and mid-size businesses with a platform toengage their staff. It allows employees to provide clear feedback on their own professionalgrowth and provides an accurate and consistent review process to create a truepay-for-performance program. Goal Management ensures every employee is working on the areas that willdrive maximum results.Managers are given tools to recruit moreeffectively with an optional Recruiting Management add-on to ProfessionalEdition, making it easy to quickly find, screen and hire the right people forthe right jobs. Managers also have the opportunity to pay for performance withthe optional Compensation Management add-on module, rewarding employees forperformance to increase productivity and retain top talent.

To complement Professional Edition,SuccessFactors offers an e-learning series designed for small businesses thatare looking to implement HR systems for the first time. The video series,powered by SuccessFactors Jam, gives customers access to best practicestraining on setting up goals, giving employee feedback, aligning strategy andmore.

Availability

Formore information, please contact Jonathan Perumal, SMB sales manager atSuccessFactors at jperumal@successfactors.com.

AboutSuccessFactors, An SAP Company

SuccessFactors, an SAP Company, is the leading provider of cloud-basedBusinessExecution Software and delivers business alignment, teamexecution, people performance, and learning management solutions to organisationsof all sizes across more than 60 industries. With approximately 15 millionsubscription seats globally, we strive to delight our customers by deliveringinnovative solutions, content and analytics, process expertise and bestpractices insights from serving our broad and diverse customer base. Today, wehave more than 3,500 customers in more than 168 countries using our application suite in 35languages.

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