



Perform & Reward Bundle for Small Businesses

Your business might be small, but your vision is big. To achieve that vision, you must make the most of your investment in your people, each and every day. That means you need clear goals aligned to your strategy — and effective rewards to motivate and retain your top performers. The SAP SuccessFactors Perform & Reward Bundle for Small Businesses gives you the essential tools for managing your people effectively — and bringing your vision to life.

The SAP SuccessFactors Perform & Reward Bundle for SMB enables you to start simple and grow as needed. With it, you can:

- Automate, simplify, and integrate business processes
- Align your talent to your business goals
- Improve HR and line management performance
- Drive employee engagement and accountability
- Implement in hours using the set-up wizard

The Perform and Reward Bundle for SMB is fast and easy to set up, and includes built-in recommendations for best practices. It covers the essential elements of the employee lifecycle:

The screenshot shows the SAP SuccessFactors Performance Management 2.0 interface. At the top, it displays 'Performance - Admin User (admin) on behalf of Carla Grant (grant)'. The main header is 'Performance Management 2.0'. Below this, there are several key metrics: 'Overall Score: 3.8', 'Incomplete Items: 0', and 'Out of 5: #2'. There are also buttons for 'Comments' (2) and 'Gap Analysis' (14).

The 'Gap Analysis' section is divided into two columns:

- You Rate 2 items higher than self-rating:**

Performance Competencies	Gap
Objective Section	Gap +1
Communicable expertise and component	Gap +1
- You Rate 4 items lower than self-rating:**

Performance Competencies	Gap
Communication	Gap -1
Budget/Cost Control	Gap -1
People Development	Gap -1
Decision Making/Judgment	Gap -1

At the bottom, there are sections for 'Carla's Rating' (4.0 stars) and 'Wilma's Self Rating' (3.0 stars). A progress bar at the bottom right indicates '20% of total score'.

SAP SuccessFactors Performance & Goals Assessment Form

The Perform & Reward bundle includes:

- SAP SuccessFactors Performance & Goals
- SAP SuccessFactors Compensation



SAP SuccessFactors
Compensation Worksheet

Goal Management

Ensure every employee is working on the things activities that will lead to maximum results:

- Align employees to team and company goals by using the cascading and alignment features
- Help employees create ambitious but achievable goals with the SMART goal wizard and goal library
- Increase visibility of goal achievement through the seamless integration of goal plans and performance reviews

Performance Reviews

Deliver quality feedback that will motivate employees and drive performance:

- Configure your review form and workflow to suit your needs
- Managers will write better reviews faster with features like the "Writing Assistant" and "Team Rater"

360° Reviews

Get more insight into employees' strengths and weaknesses by collecting more comprehensive and cross-functional feedback:

- Capture ratings anonymously from anyone in the organization including peers, and from non-employees such as partners or customers
- Generate a detailed gap analysis showing areas for improvement and development, including hidden strengths and blind spots

Employee Profile

Connect employees and support talent decisions and business execution by using a rich, searchable talent inventory:

- Capture your employees' skills, backgrounds, experiences, and interests
- Let employees badge each other to recognize exceptional contributions and foster collaboration

Reports and Dashboards

Monitor the health of your employee performance processes at any time:

- Monitor team goal setting, status, and alignment
- Identify competency strengths and weaknesses

Social and Mobile

Share knowledge and accelerate employee productivity through social and mobile capabilities:

- Help employees find relevant answers, share ideas, and move projects forward with free SAP Jam (15 licenses or upgrade to additional licenses and more functionality)
- Use mobile devices to browse your company's org chart

Compensation Planning

The compensation planning worksheet for managers shows budgets, employee information, current salaries, target ranges, and more, all in an easy to understand format.

Executive Review

Show a roll-up of compensation decisions in a powerful summary view for senior leaders to centrally manage the compensation planning process.

Personal Compensation Statements

Customizable personal compensation statements show employees their total compensation summary on a single page.

Self-Service Administration

Self-Service Administration is available for all aspects of compensation including workflow, allocation guidelines, budgets, and employee changes.

Looking for more features, such as multi-currency support, eligibility rules, or stock allocation? Consider moving up to the Enterprise version of SAP SuccessFactors Compensation.

Learn more at www.successfactors.com.



SAP SuccessFactors Performance & Goals Calibration with Compensation — Easily identify employees whose pay requires calibration through simple Merit vs Pay box

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