

SAP Product Brochure
Performance and Goals

SAP SuccessFactors Performance and Goals

THE BEST RUN



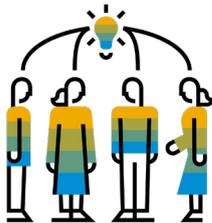


Objectives

Effectively **managing employee performance** has never been more critical. Your organization faces fierce competition and limited budgets, and must execute with razor-sharp focus or be left behind.

To succeed, you need a workforce that clearly understands the strategic business objectives and can quickly adjust course as business needs evolve. SAP SuccessFactors Performance & Goals helps your organization ensure strategy and goal

alignment, continuously improve workforce performance through ongoing coaching and feedback, and accurately evaluate and recognize top talent.



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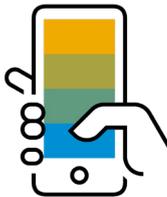
Powerful Goal Management

- Develop goals instantly with recommendations from the Goal Library of more than 500 SMART (Specific, Measurable, Attainable, Realistic, and Timely) goals.
- Continuously update employee effort, success probability, and comments with features like Mobile Goal Management.
- Give managers more control over goal execution with the ability to set cascading goals and see individual, team, or company-wide progress.

Powerful Goal Management

Continuous Performance Management

Accurate Performance Assessments



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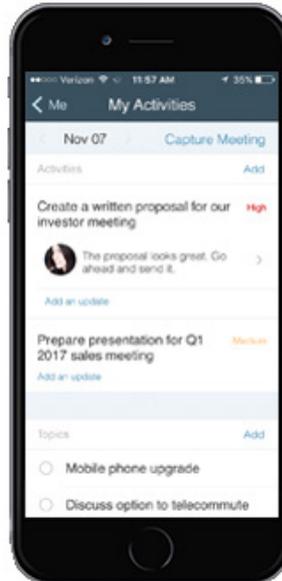


Continuous Performance Management

Now you can stimulate more continuous dialogue and feedback between managers and employees, helping them have more structured conversations about how to align and improve performance.

Employees

- Keep managers up to date on activities they are working on specific to goals, what their priorities are and the progress they are making
- Request and share real-time feedback from peers on achievements
- Capture live summary of achievements to discuss during one-on-ones and more easily prepare for the more formal performance assessment



With Continuous Performance Management, employees can track and update managers on their Activities and Topics for more meaningful one-on-ones

Powerful Goal Management

Continuous Performance Management

Accurate Performance Assessments



Managers

- Track team's progress against goals, ensure they are working on what matters, and easily provide actionable feedback
- Access activities, achievements and feedback to hold more effective performance check-ins when meeting face-to-face with employees
- Share simple coaching, placing emphasis on what employees have done well and what they can do to improve their future performance

HR Leaders

- Track how often one-on-ones happen in your organization, and remind employees and managers to not forget to hold them regularly
- Guide managers on how to provide simple and effective performance coaching

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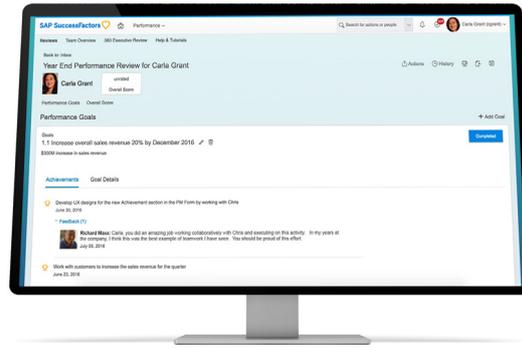


Guide managers on how to provide simple and effective **performance coaching**



Accurate Performance Assessments

- Get better quality reviews, promote faster user adoption, and increase completion rates with a simple and engaging experience for everyone
- Capture a more balanced and complete view of employee performance with “Ask for Feedback” and 360 Reviews
- Eliminate writer’s block and provide more meaningful feedback with Writing Assistant and Coaching Advisor
- Identify top and bottom performers based on their individual competencies with Team Rater and Team Overview
- Reduce risk of using inappropriate language in reviews with Legal Scan
- Ensure objective, fact-based decisions around performance and compensation with Calibration



Powerful Goal Management

Continuous Performance Management

Accurate Performance Assessments

Performance review forms display a comprehensive performance summary showing the feedback captured on achievements

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