



# Onboarding

## Laying the foundation for employee success

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 good talent management strategy, but it is often overlooked or poorly handled. As a result, onboarding often doesn't have the positive impact that it could. Piles of paperwork, missed details, and busy managers make a poor first impression on the new employees and increase ramp time.

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.

### SuccessFactors Onboarding has a comprehensive approach that can help

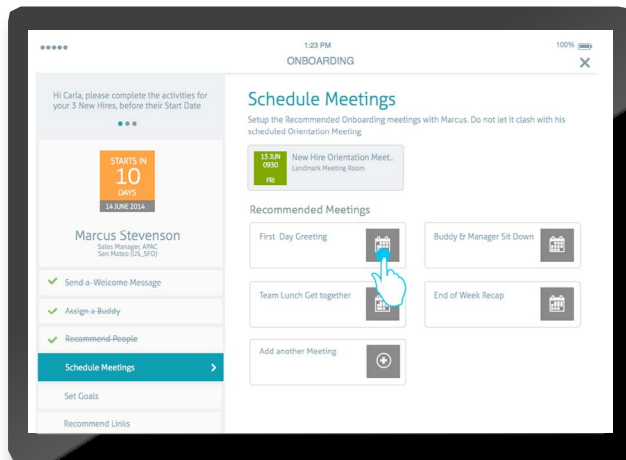
SuccessFactors Onboarding, part of the SuccessFactors HCM Suite, takes a fresh approach to onboarding. Through a process that is easy, automatic, and personal, SuccessFactors Onboarding improves first-year retention and reduces ramp time by focusing on three key areas:

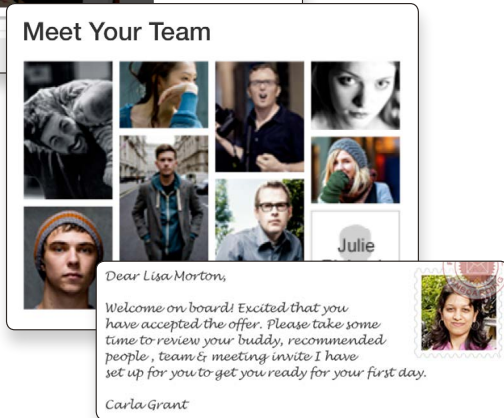
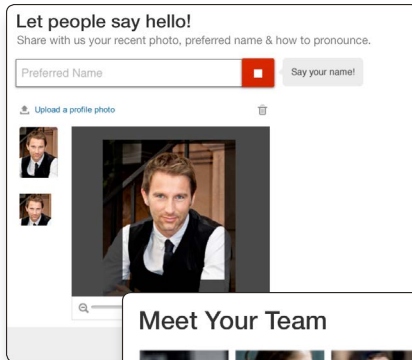
- **Guiding** HR, the hiring manager, and the new hire through all the steps of onboarding to create a consistent and complete process every time
- **Connecting** new hires with the right people and relevant content even before their first day, creating early engagement and ultimately improving retention
- **Developing** new hires quickly by seamlessly connecting onboarding to other talent processes—such as recruiting, goal setting, and learning—and turning new hires into productive employees in record time

### Improving efficiency and compliance through better guidance

Of all the people involved in the onboarding process, the hiring manager has the greatest impact on new hires. Yet, hiring managers often are the least engaged. They may think onboarding is HR's job or they may just be too busy. Either way, the process will automatically go better when specific guidance for hiring managers makes bringing a new employee onboard practically foolproof.

With SuccessFactors Onboarding, step-by-step wizards walk hiring managers through the process of how to prepare for the new hire, and an easy-to-use dashboard makes it simple to track progress along the way. Corporate and legal compliance improves because all the paperwork and steps are built right into the process, so there is no question about which forms were e-signed and where they landed.





## Hit the ground running: Early engagement leads to better first-year retention

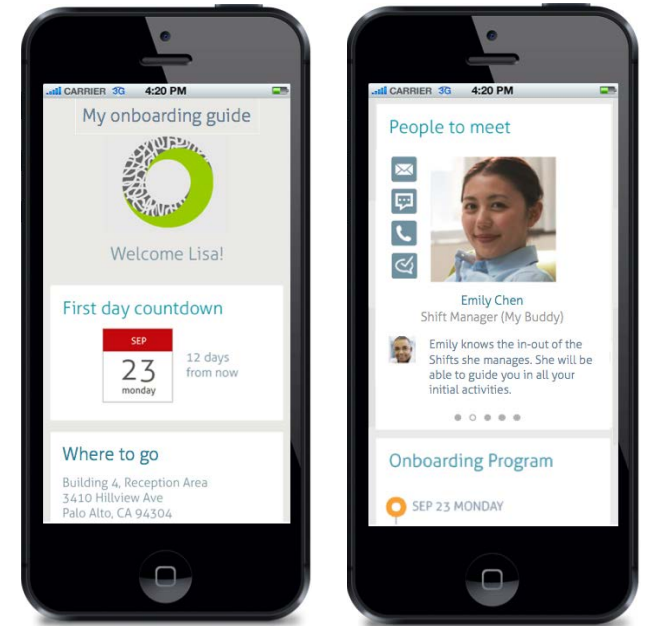
Starting a new job always creates some level of anxiety for the new hire—even seasoned executives! The first week is about learning the lay of the land—the physical land and the cultural land. SuccessFactors Onboarding provides tools that help new hires connect and feel comfortable even before the first day on the job.

If you can help them build connections with their team and their co-workers before they start, employee engagement kicks in early and ramp time becomes shorter. With SuccessFactors Onboarding, not only can new hires complete most of the paperwork before they start, but they also can virtually meet their team and a handpicked group of co-workers and introduce themselves. Once new hires start, immediate access to the employee network gives them the ability to start learning at their own pace and to pick up conversations and content that are relevant to their roles. Getting new hires engaged with people and content early means they are more likely to stay with the company longer.

## Reducing ramp time means faster time to productivity

Onboarding should never be an isolated process. If your team has set goals for the year, then why not share those goals with new team members immediately? With SuccessFactors Onboarding hiring managers can also define short term objectives the new hire can tackle right away. Since your learning process already delivers training according to role—why not apply that intelligence immediately to new hires as part of their onboarding?

As a part of SuccessFactors HCM suite, Onboarding can work independently, or as a unified part of your talent management strategy.



## Improving onboarding produces real business results

Many studies have connected an improvement in the onboarding process to business results, including improved first-year retention, faster time to productivity and increases in profit growth and revenue per employee. If you're looking for a new way to improve the bottom line this year, check out our latest innovation: SuccessFactors Onboarding!

## The SuccessFactors Onboarding Difference

SuccessFactors Onboarding uniquely combines the critical yet tactical aspects of onboarding (compliance and orientation) with the more strategic aspects (socialization and connection to the other talent processes) to create an end-to-end process that drives better business results.

### About SuccessFactors, an SAP Company

SuccessFactors is the leading provider of cloud-based HCM software, which delivers business results through solutions that are complete, beautiful, and flexible enough to start anywhere and go everywhere. SuccessFactors' customers represent organizations of all sizes across a wide range of industries. With more than 20 million subscribers globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise, and best practices insights from across our broad and diverse customer base. SuccessFactors solutions are supported by a global partner ecosystem and the experience and commitment of SAP.



cloudinfo@successfactors.com | Toll Free: 800 809-9920 | www.successfactors.com

SuccessFactors, an SAP company, retains the right to change the Hosted Service and this brochure at any time in its sole discretion. Accordingly, each Product of the Hosted Service may, subject to the terms of the Agreement, change in design and/or functionality over the applicable subscription term.

©2014 SuccessFactors, Inc. All rights reserved.

