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Employee Central for Small to Medium-size Businesses

HR departments in small to medium-size businesses are actively pursuing efforts to automate processes, reduce costs, and achieve compliance. Aligning these efforts will help drive people decisions that grow the business. However, most of today's HRIS solutions serve merely as filing cabinets for employee record keeping — with no business impact. Siloed from talent data, they prevent companies from making workforce decisions based on a 360-degree view of each employee.

Employees and managers can maintain and update rich information about individuals and teams

In addition, the employee demographic is shifting. More technology-savvy people — those who have grown up using collaborative and user-friendly, technology — are entering the workforce. However, today's Core HR systems are made for "super users" and specialists. Using these systems requires extensive training, which hinders adoption. Finally, on-premise Core HR solutions are expensive to implement and maintain, deliver little innovation, and are difficult to upgrade. They're just not the right fit for agile and growing small to medium-size businesses.

A New Approach to Core HR — SuccessFactors Employee Central SuccessFactors Employee Central is the industry's only cloud-based Core HR solution that not only provides comprehensive, integrated Core HR capabilities — it's specifically designed to help small to medium-size companies make impactful business decisions.

Employee Central is a single platform that provides small to medium-size businesses greater visibility into their workforce. It provides support for any combination of business units, geographies, or cost centers to model and
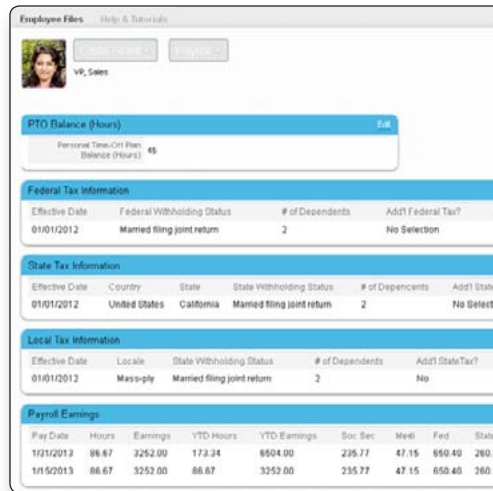
manage any workforce. With this platform, HR can quickly integrate workforce data from the SuccessFactors BizX Suite of talent solutions as well as third-party systems, such as payroll, benefits, and time and attendance. And the complicated tasks of error-free reporting and industry compliance are much simpler, because all user actions are saved and easily accessible through point-in-time reporting and clear audit trails.

Designed with Employee and Manager Self-service Capability

Employees can use self-service to maintain rich information about their skills, competencies, interests, and accomplishments. Managers can use self-service to update information about employees on their team, such as promotions, salary changes, terminations, and more. With this direct access, managers can make decisions quickly; HR, in turn, is free from the administrative burden of managing employee information. All manager self-service capabilities are supported on the SuccessFactors BizX mobile app.

Integrates with Talent Management Solutions

HR can make more effective workforce decisions by using Employee Central to align its talent strategy. HR can link people data to SuccessFactors' talent management solutions for performance management, goal management, workforce development, compensation, learning, recruiting and social collaboration. By accessing employee profile, talent, and Core HR information, companies can make more informed people decisions — for example, setting performance goals that are aligned with employee strengths and interests.

Delivers Workforce Reporting Easily

Because Employee Central keeps all workforce data in one place, it's easy for HR to access talent information. HR can generate any number of standard reports, including headcount summary, EEO classifications, pay history, compensation adjustments, and employee birthdays. The ability to run ad hoc reports gives HR and business leaders added agility to make more effective talent and investment decisions.

Integrates with Third-party Systems

SuccessFactors' cloud-based integration platform guarantees fast and cost-effective integration between Employee Central and any system, including payroll, benefits, and time management solutions.

Runs in the Cloud

Managing workforce data in the cloud increases HR's ability to make decisions quickly and efficiently. HR has access to clean, accurate, and up-to-date information in a system that can easily grow and evolve with the company. No longer relying on IT for dedicated workforce data, HR can focus on the information that's important to the business's talent strategy. Additionally, Employee Central is a pure SaaS-based solution that offers cloud economics — which means a much lower total cost of ownership (TCO) than on-premise Core HR solutions.

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