

Accelerate business performance with human capital management solutions



Highlights

- Simplify Human Capital Management through process standardization, transformation, automation, and embedded analytics for real-time decision-makings
 - Innovate Human Capital Management with cloud capabilities in mobility, social business and collaboration across geographic and functional boundaries to engage and empower the workforce
 - Transform Human Capital Management through the optimization of the service delivery model, analytics-driven HR governance, and the application of science to the art of talent management.
-

Promoting continuous organization reinvention and transformation with IBM HR solutions

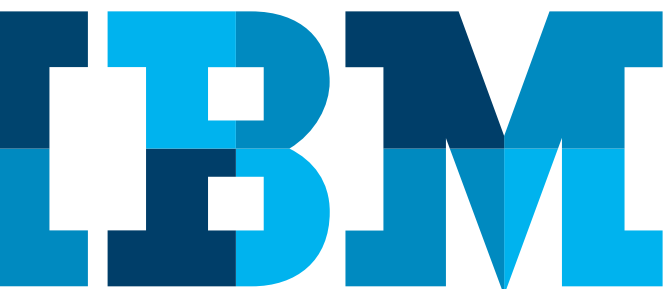
Realizing performance excellence in recruiting, developing, retaining, and deploying the workforce is vital for organizations today as they look to balance growth with cost restraints and business strategies. Foundationally, HR organizations want to streamline operations and drive cost efficiency. Simultaneously, they look to fulfill their critical strategic missions of finding the best and most productive employees across global enterprises. It's a constant struggle to add strategic value while always keeping an eye on reducing redundancy and costs.

Many organizations already have core HR management system (HRMS) applications, but the scope, value, and impact of these capabilities can change vastly over time. More and more functionality is being offered in the realm of human capital management (HCM), including such functions as e-recruitment, employee performance management, and corporate learning systems. On top of this, HR leaders are looking to obtain new capabilities such as using social and mobile technologies, harnessing advanced HR analytics, and taking operations into the cloud.

HCM offerings from IBM

Consulting experts from IBM Global Business Services can help your organization realize performance excellence using SuccessFactors solutions. Here are a sampling of options that can be tailored based on your organization's needs.

- *Smarter HR diagnostics*: Evaluate overall HCM operating model and identify opportunities for improvement in process, technology, data and many other dimensions
- *Smarter HR solutions*: Preconfigured SuccessFactors application and toolset designed to accelerate implementations, reduce risk, and optimize results.
- *Smarter HR M&A playbook*: Evaluate cloud and on-premise alternatives for the application platform supporting an acquisition, merger, or divestiture.



- *IBM Consult-to-Operate model:* IBM delivers proven transformational outcomes by integrating our SuccessFactors deployment capabilities with our HR service delivery capabilities. IBM delivers process services such as payroll, learning, recruiting, compensation, workforce administration, voice-of-the-employee analytics, and other administrative HR services.
- *IBM Kenexa® Open HR approach:* IBM gives customers choice and flexibility as they build the next generation HR systems by welcoming all HR data and applications to assist in achieving business goals. We can offer a multi-vendor approach featuring pre-built connectors between the IBM Kenexa solutions and SuccessFactors, as well as content, to make the existing products even more useful.

Benefits

- Empower, connect, and engage your workforce through mobility, social media and an exceptional digital experience
- Quickly deploy new leading edge capabilities to help your company to remain nimble and flexible in the face of rapidly changing market demands
- Unlock HR data and support the analysis of workforce skills, productivity and planning

Why IBM?

- Global, leading-edge HCM practice, bringing the vision, expertise and tools to solve the most demanding enterprise HCM challenges
- The strength of a single vendor for consulting, HR operations, technology deployment, application management, hosting and support
- IBM's open HR concept and strategic partnerships allows clients to take advantage of leading edge technologies that complement the SuccessFactors application suite
- Over 40 years of partnership with SAP – and a recipient of 31 Pinnacle Awards over the past 13 years

Get started with a Discovery Workshop

Come engage with us on a multi-day workshop where we will explore your talent management and HCM opportunities, develop recommendations, map out a top-level plan and dig deep into the value that human capital management opportunities can generate.

For more information

To learn more about IBM human capital management solutions, please contact your IBM representative or IBM Business Partner or start a conversation with us at <http://ibm.co/Pb9vtR>.



© Copyright IBM Corporation 2015

IBM Corporation
Global Business Services
Route 100
Somers, NY 10589

Produced in the United States of America
August 2015

IBM, the IBM logo, ibm.com and Global Business Services are trademarks of International Business Machines Corp., registered in many jurisdictions worldwide. Other product and service names might be trademarks of IBM or other companies. A current list of IBM trademarks is available on the web at "Copyright and trademark information" at ibm.com/legal/copytrade.shtml.

Kenexa is a trademark or registered trademark of Kenexa, an IBM Company.

This document is current as of the initial date of publication and may be changed by IBM at any time. Not all offerings are available in every country in which IBM operates.

THE INFORMATION IN THIS DOCUMENT IS PROVIDED "AS IS" WITHOUT ANY WARRANTY, EXPRESS OR IMPLIED, INCLUDING WITHOUT ANY WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND ANY WARRANTY OR CONDITION OF NON-INFRINGEMENT. IBM products are warranted according to the terms and conditions of the agreements under which they are provided.

SuccessFactors is not IBM products or offerings. SuccessFactors is sold or licensed, as the case may be, to users under SuccessFactors, an SAP company's terms and conditions, which are provided with the product or offering. Availability, and any and all warranties, services and support for SuccessFactors is the direct responsibility of, and is provided directly to users by, Success Factors, an SAP company.
