

# Performance & Goals

Effectively managing employee performance has never been more critical. Faced with fierce competition, shrinking budgets, and heavy price pressures, businesses must execute with razor-sharp focus or be left behind.

To succeed, organizations need a workforce that clearly understands the organization's strategic objectives and can quickly adjust course as business needs evolve.

A powerful Performance & Goals solution enables managers to align employee activities with organizational strategy and monitor performance - providing subordinates with continuous, meaningful feedback and coaching.

Part of SuccessFactors BizX Suite, **SuccessFactors Performance & Goals is the leading Employee Performance Management solution** (Gartner, 2011 Magic Quadrant for Employee Performance Management Software) - providing an intuitive user experience and innovative capabilities such as Team Rater, Calibration, LegalCheck, Goal Library, and Assistants for Writing and Coaching.

These innovations help ensure aligned, clear goals and an objective, accurate assessment of talent. SuccessFactors' research shows that companies who leverage these capabilities outperform their peers, and even the broad market. In fact, SuccessFactors customers have outperformed the NASDAQ index by 2X, and the DOW/S&P indices by 8x.

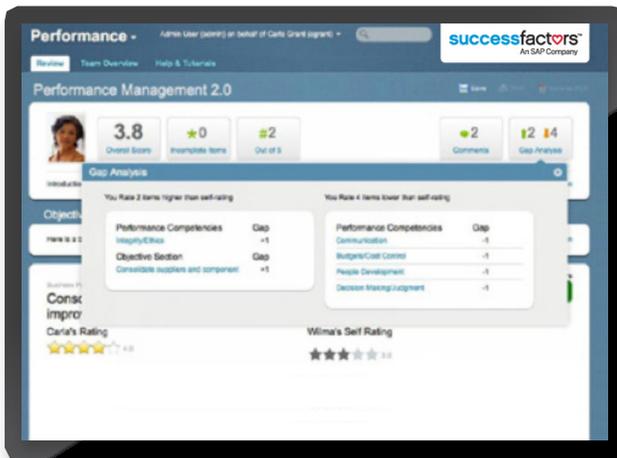
## Help Employees and Managers Develop Fully Aligned, Meaningful Goals

- Goals Library of more than 500 SMART (Specific, Measurable, Attainable, Realistic, and Timely) goals provides instant recommendations

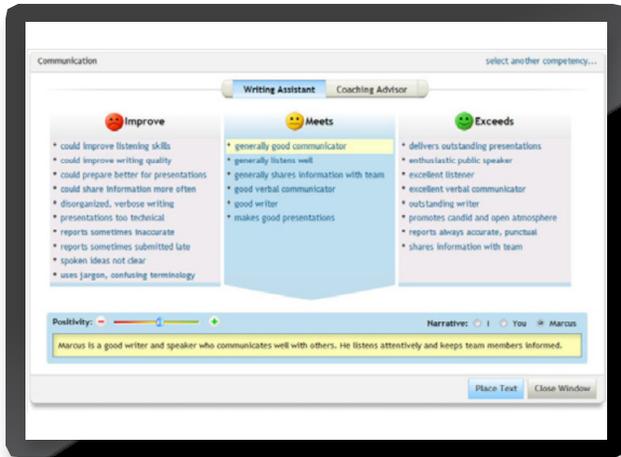
- Reinforce goals everyday with intuitive updating of effort, success probability, and comments
- Managers can set cascading goals and see individual, team, or company-wide progress
- Improve compliance by providing evidence of an objective review process. Plus, Legal Scan helps facilitate compliance with Sarbanes-Oxley and other regulations

## Create a More Accurate, Clear and Engaging Review Process

- An easy to use, next generation interface promotes faster user adoption, increased engagement and review completion rates, and better quality reviews
- Writing assistants, 360 degree reviews, and configurable review routings turn the review process into a valuable ongoing feedback loop between managers, subordinates, and peers
- Integration with MS Outlook lets users instantly add Outlook reminders so they never miss a review, and easily solicit and collect feedback from co-workers
- Unique Team Rater and Team Overview capabilities help managers ensure consistency and fairness across the team



Review forms display a comprehensive performance summary showing the overall employee rating and detailed weighted ratings.



The Writing Assistant and Coaching Advisor

## Instill an Objective Meritocracy that Rewards High Performers and Helps Develop Others

- Align goals and performance with compensation to help create a pay for performance culture
- Calibration ensures objective, fact-based decisions around performance and compensation by removing manual calibration processes and providing intuitive, visual comparisons of employees

## Help Managers Provide Accurate and Meaningful Feedback and Coaching

- With Team Rater, visually assess your team's performance - easily identifying top performers
- Leverage 360 degree reviews to help increase accuracy and effectiveness in providing feedback
- Writing Assistant and Coaching Advisor tools help managers eliminate writers block and provide more meaningful feedback
- Solicit feedback (comments, not rating) in an easy, integrated approach that makes it easy to request and respond to feedback requests



View employee ratings across teams in intuitive bin view.

## Help Executives Clearly Identify Not Just High Performers, but Potential Future Leaders

- Visually compare and rate your talent—easily identifying top (and bottom) performers based on their individual competencies with Team Rater
- Help reduce risk and ensure compliance with Calibration and LegalScan
- View performance against goals (or all levels) via intuitive dashboards and spotlights
- Create a pay-for-performance culture
- Gain insight into organizational performance with powerful analytics and reporting

### About SuccessFactors, an SAP Company

SuccessFactors, an SAP company, is the leading provider of cloud-based Business Execution Software, and delivers business alignment, team execution, people performance, and learning management solutions to organizations of all sizes across more than 60 industries. With approximately 15 million subscription seats globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise and best practices insights from serving our broad and diverse customer base. Today, we have more than 3,500 customers in more than 168 countries using our application suite in 35 languages.