

BUSINESS APPLICATIONS (SAAS)

# SuccessFactors (RRHH)

| HOW CAN TELEFÓNICA TECH HELP?

Transform your employee experience and talent engagement with the next generation of human capital management (HCM) software

**The labour market is increasingly competitive and, faced with the new scenario of digitalisation, companies need to rethink their talent recruitment and human resources management systems** in order to keep up with the demands of today's users and achieve true efficiency in their processes.

The use of technological solutions to attract and nurture the best talent is undoubtedly essential. **Telefónica Tech helps you to focus on what is important to your business, improving your processes, making them more digital, and to manage your IT systems, reducing their costs.**

As experts in digital transformation management, we want to help you manage the entire employee lifecycle, including recruitment, onboarding, training, payroll and performance management, helping to optimise the employee experience and talent through **SAP SuccessFactors, a cloud-based enterprise software that automates processes and drives employee collaboration and strategic planning.**

| WHO IS THIS SERVICE FOR?



**Medium to large** organisations that require a tool focused on human capital management.



Companies that want to realise **the digital transformation of all the people** involved in the organisation.



Companies that need **a 360° global solution in all HR processes**, so that the needs of the employees and the objectives of the company coexist.

## | OUR VALUE PROPOSITION

## Our service

Telefónica Tech covers all the client's needs related to Human Resources management software. We have the best known and most demanded solution in the market called SuccessFactors, a solution that belongs to the market leader SAP.

SuccessFactors is a management software that we commercialise in the cloud, focused on human capital management, such as training and learning, work performance, professional career, among others.

## What does it allow you to do?

This service will allow you, among many other possibilities:

- › **Recruitment and on-boarding:** attracting and recruiting staff, as well as providing information to new recruits and their managers in a quick and easy way.
- › **Training and development:** identify talent for development plans and assign different training actions.
- › **Objectives, evaluation, and compensation:** comprehensive performance management, as well as the management of assigned retributions.
- › **Collaboration, analysis, and reporting:** communicate and facilitate change, as well as interactive dashboards.

## Benefits

### For employees

Gain autonomy to perform some HR activities in the system (edit personal data, request permissions, etc.).

### For Human Resources

Delegate through self-service some of the activities they were currently doing. Obtain higher quality data to support the business.

### For managers and management

Access valuable online information linked to their teams in a unified and centralised way on a single platform.

### Cost reduction

Among other factors, thanks to the unification of processes; single source of information and consumption in self-service mode..

## Telefónica Tech's differential value



We have a global presence, being available in more than 13 countries. Our professional services provide a multidisciplinary and global approach.



We are leaders in digital transformation projects leveraging SAP technology.



Telefónica Tech offers its own experience with this solution as it has been implemented and tested throughout the Telefónica Group (more than 150,000 users).

### TEAMS & ACHIEVEMENTS

#### Our team

##### SAP SuccessFactors Certified Teams.

- › 150,000 internal users.
- › 15 FTEs experts + partners.
- › Presence in 13 countries.

#### Achievements

The greatest achievement is that our own company, Telefónica SA, is internally committed to this service. Now all our employees, distributed in more than 12 countries, work with the same tool.

- › 100% drive for digitalisation and self-service activation.
- › 41% cost reduction in 4 years.
- › A single platform compared to the more than 150 that exist throughout the Telefónica Group structure.

### BUSINESS MODEL

It is a complete service based on licensing, with **a monthly payment for each licence purchased.**

In addition to the licences, Professional Services can be purchased for the implementation, management, or ad-hoc training.

### RELATED PARTNERS



RELATED SERVICES

### Capabilities

We make your journey to the cloud easier with our Professional and Managed Cloud Services capabilities.



### Hybrid Cloud

Powering your growth with multi-cloud solutions from our partners



### Future workplace

We help you create a unique and 100% digital experience for your customers and employees. Find out more about our solutions here.



Contact us to start the digital transformation of your organization.

