PwC India + SuccessFactors

Our skillset
With an experienced and diverse team knowledgeable in both Talent Transformation and SuccessFactors system configuration, we can offer full-suite implementation services as well as perform module-specific engagements.

SuccessFactor's offerings

A sampling of the modules included in SuccessFactors Business Execution Suite for enterprise-sized organizations.

- **Employee profile & Employee Central**
  Share a complete picture of your employees using social media tools and get the pictures with our next generation core HRIS solution.
- **Goal & Performance management**
  Align the efforts of your entire workforce with organisational objectives and gain real-time, actionable insight into employee performance.
- **Recruiting**
  Get the right talent at right time to sustain growth and remain competitive.
- **Onboarding, Offboarding**
  Connecting new hires with the right people and relevant content immediately, creating early engagement and ultimately improving retention.
- **Learning**
  Employees gain access to the knowledge and skills they need-anytime, anywhere.
- **360 Degree Reviews**
  Obtain feedback from multiple source for a holistic view of your employees.
- **Succession Management**
  Build and cultivate bench strength to fill gaps today, tomorrow and beyond.
- **Career & Development Plan**
  Accelerate the development of future leaders to maximise value and opportunity.
- **Compensation and Variable Pay**
  Pay-for-performance allows you to optimise your budget while showing compensation and performance.
- **Workforce Planning & Analytics**
  Plan today to ensure you have the workforce needed for the future and drive fact-based business decisions with reliable workforce insight.
- **Social collaboaration JAM**
  Break down organisational silos as people connect and work effectively across departments and geographies.

We provide options based on the level of support that best fits your needs

1. Implementation	2. Value Add +	3. Transformation
		HR/Talent Management Transformation
	Policies and Procedures	Policies and Procedures
	Process & Organizational Design	Process & Organizational Design
PwC Best Practices – People, Process, Organization	Change Management & Communications	Change Management & Communications
System Design and Implementation	System Design and Implementation	System Design & Implementation

PwC is recognised in the market place for talent management consulting

Kennedy Research, a leading analyst for the HR consulting industry has identified PwC as a Vanguard firm – amongst those with the broadest and deepest capabilities in the market.

Kennedy Research ranked PwC as the 3rd largest global HR Consulting business globally by revenue

— Kennedy, "Global HR Consulting Marketplace 2009-2012;" © BNA Subsidiaries, LLC. Reproduced under license

Kennedy Research ranked PwC as the 2nd largest HR Technology and Transformation Consulting business globally by revenue

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Kennedy Research ranked PwC as the 2nd largest Talent Management Consulting business globally by revenue

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93 percent CEOs feel the need to change their strategies for talent.   Source: PwC's 17th Annual CEO Survey

Happy to connect!

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PwC & SuccessFactors
An integrated talent management solution enabled through technology

pwc

58% CEOs think digital investments have created value for their organisation in terms of finding, developing and retaining talent

As talent management becomes more strategic, current business demands can only be met by selecting, configuring, and implementing the right talent technology solution.

PwC India + SuccessFactors

Delivering your people agenda

Our goal is to help you transform your business, and operate more effectively by deploying a single instance which is scalable, results in reduction of operating expenses and provides insights for better decision making.

Your issues

- Is the people strategy supporting the business appropriately .
- Many HR processes are still a mix of Excel and paper based tasks which is driving HR to spend approximately 50% of the time in administration.
- Lack of real time data is leading to highly labour-intensive reporting and adding limited value to the business.
- The efficiency of the HR function and if it is able to meet the customer needs.
- Lack of consumer grade UI and minimal self service is increasing administrative burden on HR, managers and employees.

Our solution

PwC takes a holistic view of talent management, and believes that talent-related challenges in one or more of the following areas are likely to prevent your business from executing the strategy and realise its true potential.

Growth	How do I build the right capabilities for growth when the drivers of economic value are shifting?
Globalisation	How do I evolve from being India-centered to globally-focused firm?
Demographic shifts	How do I cope with the exit of the baby boomers from the workforce as well as generational changes in employee expectations?
Workforce capacity	How do I forecast the right level of capacity in order to meet customer requirements?
Organisational design	How do I structure the business in order to effectively support market demands?
Resource planning	How do I get the right people, in the right roles and at the right times?
Capturing the deal value	How do I realise rapid integration, cultural alignment and deal synergies?
Leadership strength	How do I fill the leadership pipeline for all the right positions?
Skill development	How do I foster continuous learning and development?

In order to integrate, you can follow the **five steps** to achieve the maximum result.

People strategy design and alignment

Build the people strategy to make it a catalyst in organisation's growth strategy and align policies and processes accordingly

HR function effectiveness

PwC has a proven methodology to conduct an in depth review of HR function.

HR Analytics

PwC's Saratoga is a well established Human Capital benchmarking and measurement service.
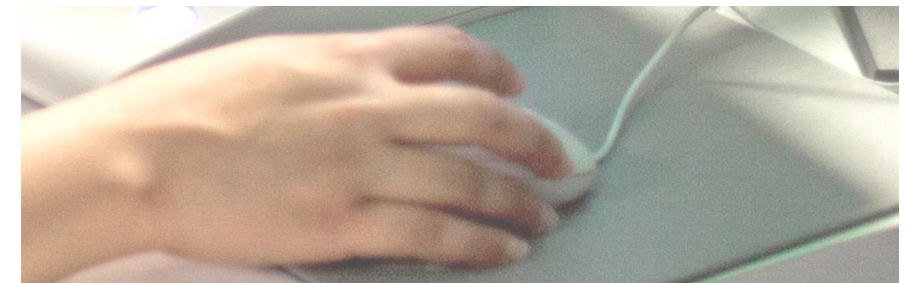
Policy and process designs

PwC's methodology looks at policy and process design from various lenses to ensure optimal performance when the process is implemented.

IT enabled HR transformation

PwC has the expertise in implementing technology to HR processes.

Why invest in cloud

Integrated talent management
Access to workforce analytics
Focus on user experience
Being on the Cloud
Being social and mobile

SuccessFactors is an end-to-end human capital management (HCM) system on the Cloud that covers the employee lifecycle from hire to retire.

No Hardware Opex vs Capex Time to Value	Scalable Secure Easy to Use	Strategic Focus Auto Upgrades Fast Implementation

SuccessFactors is built using the same 'toy-like' experiences we are used to on the web, making it even easier to engage with your users. We deliver continuous innovation with four releases a year and automatic upgrades. It's more flexible, scalable, secure, and faster than traditional software, keeping your business agile. SuccessFactors is all about the workforce, so the focus will be on getting work done, not getting the system up and running.

SuccessFactors

HR Process Automation

Shared process ownership

Securing Leadership Pipeline

HR Strategic Partner

Power Business Growth