



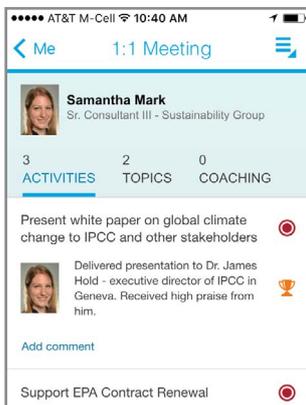
# SAP SuccessFactors Performance & Goals

Effectively managing employee performance has never been more critical. Your organization faces fierce competition and limited budgets, and must execute with razor-sharp focus or be left behind. To succeed, you need a workforce that clearly understands the strategic business objectives and can quickly adjust course as business needs evolve. SAP SuccessFactors Performance & Goals helps your organization ensure strategy and goal alignment, continuously improve workforce performance, and accurately evaluate and recognize top talent.

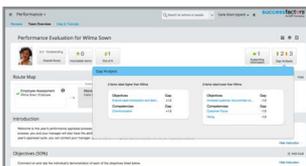
## Powerful Goal Management

- Develop goals instantly with recommendations from the Goal Library of more than 500 SMART (Specific, Measurable, Attainable, Realistic, and Timely) goals.
- Continuously update employee effort, success probability, and comments with features like Mobile Goal Management.
- Give managers more control over goal execution with the ability to set cascading goals and see individual, team, or company-wide progress.





As part of Continuous Performance Management, Activity tracker captures employee tasks and gives managers the insight for more meaningful one-on-ones



Performance review forms display a comprehensive performance summary showing the overall employee rating and detailed weighted ratings

## New! Continuous Performance Management

Now you can stimulate more continuous dialogue and feedback between managers and employees, helping them have more structured conversations about how to align and improve performance.

Employees:

- Keep managers up to date on what activities and achievements they are working on, what their priorities are, and what progress they are making
- Ensure activities always align to goals, even as they change throughout the year
- Capture achievements as they happen to more easily prepare for the more formal performance assessment

Managers:

- Track their teams' progress, ensure that they are working on the things that matter, and easily provide actionable feedback
- Use list of activities and achievements to hold more effective and structured performance check-ins when meeting face-to-face with employees
- Share simple coaching, putting special focus on what employees have done well and what can they do to improve their future performance

HR Leaders:

- Track how often one-on-ones happen in your organization, and remind employees and managers to not forget to hold them regularly
- Guide managers on how to provide simple and effective performance coaching

## Accurate Performance Assessments

- Get better quality reviews, promote faster user adoption, and increase completion rates with a simple and engaging experience for everyone
- Capture a more balanced and complete view of employee performance with "Ask for Feedback" and 360 Reviews
- Eliminate writer's block and provide more meaningful feedback with Writing Assistant and Coaching Advisor
- Identify top and bottom performers based on their individual competencies with Team Rater and Team Overview
- Reduce risk of using inappropriate language in reviews with Legal Scan
- Ensure objective, fact-based decisions around performance and compensation with Calibration

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