

# Job Architecture and Platform



## Employee Profile

Provides a complete view of your personal and talent related data

## Dashboards and Reports

Utilise standard reports or create ad-hoc reports

## Notifications

Inform users about progress via e-mail and on-system



Platform enables the basic set-up of a SuccessFactors instance including the creation and maintenance of an organisational structure and user management. It allows users to manage employee data through the **Talent Profile**, well defined **Job Architecture** and **Reporting** functionalities. It also enables the HR manager to easily modify the Home Page appearance.

Job architecture forms the backbone of talent management processes and includes a **Job Profile Template** and **Job Profile content creation** (such as **Competencies** and **Education** requirements).



## What is included

### Talent Profile

Stores employee information and enables managers to view direct reports' career information, performance, experience, etc.

### Job Profile

A collection of competencies, skills and background elements required for the fulfillment of a job role.

### Organisational Structure

Provides a visual image of how the organisation is connected. It enables you to navigate up, down and laterally through the organisational structure.

### Home Page and Tiles

The landing page contains various tiles providing access to the activities and processes available in the system.

### Email Notifications

Provides the ability to automatically send emails to employees when specified events or changes occur.

### Password & Login Policy

Provides a set of rules designed to improve security.

### Dashboards and Reports

View a graphical summary of your team information. Additional ad-hoc queries can also be created.



## Benefits

- Enables users to easily update and manage talent profile related information.
- Provides reporting functionality to HR and management through standard dashboards.
- Allows efficient review of employee profiles through listing the skills and competencies.
- Allows the user to gain visibility into company performance via reports.
- Job architecture and profiling serves as a guide to reflect the future talent needs of your company.



## Implementation timeline

### SuccessExpress

For clients who want to enable an "out-of-the-box" baseline solution using best practices and no configuration adjustments.

Implementation time:  
2 - 4 weeks