

HR System of Engagement – eine moderne integrierte Personalmanagement-Lösung der nächsten Generation, oder wie ich lerne die (Personal-)Arbeit zu lieben

Erfahren Sie die neuen Möglichkeiten im SAP HR Umfeld, und begleiten Sie einen Benutzer (Mitarbeiter, Manager, HR Sachbearbeiter) bei seinen Ausführungen von zahlreichen Personalprozessen

Dipl. Ing. Robert ZÖCHLING, SAP Österreich GmbH
Paul BREITENFELDER, M.A., SAP Österreich GmbH

BIS 2020: globaler Zugang zu den Märkten und Talenten wird das Business neu gestalten



Globalisierung

BIS 2020: fünf Generationen werden in Unternehmen miteinander arbeiten



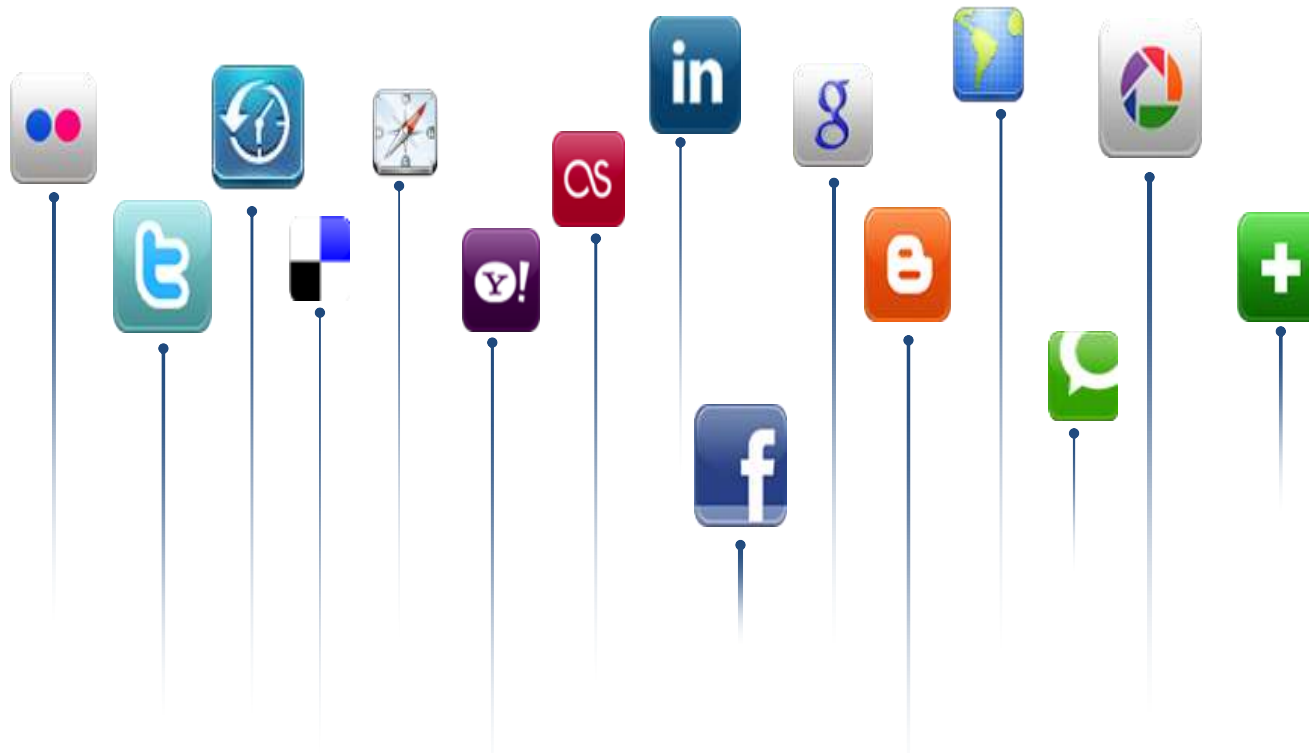
Demographischer Wandel

BIS 2020: social media wird Mitarbeiter, Kunden und Partner für dringende Kommunikationen verbinden



Social Web

Source: **The 2020 Workplace:** How Innovative Companies Attract, Develop, and Keep Tomorrow's Employees Today, Jeanne C. Meister, Karie Willyerd



Veränderung der Oberflächen von Business Systemen
Komplexe und überladene Bildschirme müssen durch einfachere,
intuitiv und mobil bedienbare Oberflächen ersetzt werden.



Lorna



Carla



Brenda



Carla

Recruitingprozess
starten

Genehmigungen

Kandidat bewirbt
sich

Manager arbeitet mit
HR System

Zielplanung,
Mitarbeitergespräche,
Kalibrierung, Vergütung,
Reporting

Stellen-
ausschreibung

Manager
unterwegs

Kandidatensicht

Manager
Self Services

Talent Management

Recruiting

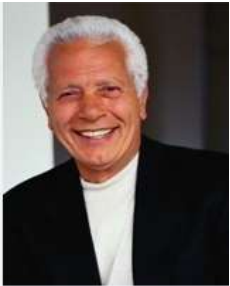
Business

Recruiting

Business

Business





Marcus



Nancy



Brenda

Nachfolgeplanung, Talent
Review, internes Recruiting,
Entwicklungspläne, Lernen

HR Kernprozesse

Mitarbeiter
Self Services

Talent
Management

Business

HR
Sachbearbeiterin

Business

Neuer Mitarbeiter

Neuer Mitarbeiter







Lorna

Recruitingprozess
starten



Stellen-
ausschreibung

Recruiting

Manager
unterwegs

Business

Kandidatensicht

Recruiting

Manager
Self Services

Business

Talent Management

Business



Zu erledigen ▾

- ÜBERFÄLLIG**
318 TAGE Complete online course Anti-Discrimination Policy w/Exam
- ÜBERFÄLLIG**
318 TAGE Complete online course Basic Preparedness
- ÜBERFÄLLIG**
318 TAGE View details for course Overview to Effective Business Communication
- ÜBERFÄLLIG**
306 TAGE Recruiting Review für Job Requisition - Replacement Staff for Director, Sales
- ÜBERFÄLLIG**
186 TAGE Calibration
0 von 18 abgeschlossen

Eigene Informationen

Lorna Okamoto
Recruiter, Software



Profil 38% fertig

Jetzt fertigstellen

Links

Stellenanforderungen
Kandidaten
Zentrale für
Bewerbungsgespräche

Bearbeiten

Recruitment Flow Insights (Demo Dashboard) ▾



Stellenanforderungen

[Neues Element](#)

[Berichte](#)

[Angebotsgenehmigungen](#)

[Recruiting-Marketing](#)

5

Vorgeschlagene
Kandidaten

3

Neue
Kandidaten

16

Aktuelle
externe Anforderungen

16

Aktuelle
interne Anforderungen

0 86

Tage
offen (durchschnittlich)
1279

Offene Stellenanforderungen ▾

Stellenbezeichnung	Einstellender Mgr.	Abteilung	Standort	Kandidaten
Account Manager	Sid Morton	Sales (SALES)	Arlington, Virginia (US_DCM)	-
Compensation Analyst	Linda Lewis	Talent Management	San Mateo, CA	-
Cost Accountant	Janet James	Finance	San Mateo, CA	2
Database Programmer	Jennifer Herley	Technology	Boston, MA	4 (1 Neu)
Director Sales Industrial (m/w)	Richard Maxx	Sales (SALES)	Munich (DU_MUN)	7 (1 Neu)
Director, Business Development	Vic Stokes	Alliances (ALNCE)	ACE_HC_HQ	-
Employee Relations Manager	Linda Lewis	Talent Management	Boston, MA	4
Engineer	Mary Cicillian	Research & Development (RND)	San Mateo (US_SFO)	6 (1 Neu)
Financial Analyst	Janet James	Finance	San Mateo, CA	-
Help Desk Manager	Jennifer Herley	Technology	Boston, MA	1
HR Generalist	Linda Lewis	Talent Management	Denver, CO	6
IT Project Manager	Jennifer Herley	Technology	Denver, CO	5
Production Line Supervisor	Janet James	Production Engineering (ENG)	Beijing (CN_BJS)	4
Sales Director	Carla Grant	Sales (SALES)	San Mateo (US_SFO)	4
SAP Technologie Consultant (m/w)	Richard Maxx	Sales (SALES)	Denver (US_DEN)	11
Solutions Consultant	Wilma Sown	Sales	Portland, OR	-
Solutions Consultant, Portland	Wilma Sown	Sales	Portland, OR	-

Stellenanforderung: SAP Technologie Consultant (m/w)

Anf.-Kennung :582
[Details](#)
Einstellender Mgr. Richard Maxx
Status Angebot schwebend ▾
Alter : 1279T
 Stellenausschreibungen(5)
Kandi

Talent-Pipeline: [Anzeigen](#) | [Ausblenden](#)

Weitergeleitet	Einladen	Neue Bewerbung	Telefoninterview	Short List	Interview	Background Check	Angebot	Einzustellen
0	1	1	0	0	2	2	2	0




Kandidaten: Alle Kandidaten anzeigen (10)

Aktion ▾ 0 ausgewählt

<input type="checkbox"/>	Name	Neu	Status	Ergebnis des Einstellungsgesprächs	Überfällige Einstellungsgespräche	Bewertung	
<input type="checkbox"/>	Kathy Smith		Abgelehnt	3.97 <div><div></div></div>		100.0	
<input type="checkbox"/>	Larry Lindsley		Angebot	4.40 <div><div></div></div>		50.0	
<input type="checkbox"/>	Hannah Summers		Angebot	3.71 <div><div></div></div>		50.0	
<input type="checkbox"/>	Judy Hoffman		Autom. Disqualifiziert			0.0	
<input type="checkbox"/>	Pat Benito		Autom. Disqualifiziert			0.0	
<input type="checkbox"/>	Billie Jean Womack		Background Check	2.26 <div><div></div></div>		100.0	
<input type="checkbox"/>	Bryan Jackson		Background Check	4.25 <div><div></div></div>		100.0	
<input type="checkbox"/>	Rebecca Lee		Interview			50.0	
<input type="checkbox"/>	Adam Anderson		Interview	2.38 <div><div></div></div>		50.0	
<input type="checkbox"/>	Henry Fitch		Neue Bewerbung			100.0	

Beurteilung des Einstellungsgesprächs SAP Technologie Consultant (m/w)

 Speichern |  Abbrechen

	Adam Anderson 	Billie Jean Womack 	Bryan Jackson 	Hannah Summers 	Kathy Smith 
Kommunikation	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>
Integrität/Ethik	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>
Zuhören	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>
Problemlösung/Analyse	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>
Produktkenntnis	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>
Unterstützung des Verkaufsteams	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>
Sinn für Dringlichkeit	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>
Teamarbeit	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div><div></div></div>
Übersicht	3.00	3.50	4.13		3.50
	<div><div></div><div>Notizen zum Einstellungsgespräch</div></div>	<div><div></div><div>Notizen zum Einstellungsgespräch</div></div>	<div><div></div><div>Notizen zum Einstellungsgespräch</div></div>	<div><div></div><div>Notizen zum Einstellungsgespräch</div></div>	<div><div></div><div>Notizen zum Einstellungsgespräch</div></div>
Gesamtbewertung	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>



Carla

Genehmigungen



Stellen-
ausschreibung

Recruiting

Manager
unterwegs

Business

Kandidatensicht

Recruiting

Manager
Self Services

Business

Talent Management

Business





successfactor[™]s

APPROVALS

13

waiting for you 🔥



TASKS

1

candidate assessments



TOUCHBASE

1

OPEN



NEXT MEETING

ATSP



9:00

V...



Me



Follows



Feed



Notifications



Groups



More

Genehmigung für Stellenanforderung Director, Sales

Req ID: 1182

Leiter Einstellung: Vic Stokes, Sales Director,
SW

Job Title
Director, Sales

External Job Title
Director, Sales

jobCode
SALES-DIR

Number of Openings
1.00

Genehmigen



Me



Follows Feed



Notifications



Groups



More



Brenda

Kandidat bewirbt sich



Stellen-
ausschreibung

Recruiting

Manager
unterwegs

Business

Kandidatensicht

Recruiting

Manager
Self Services

Business

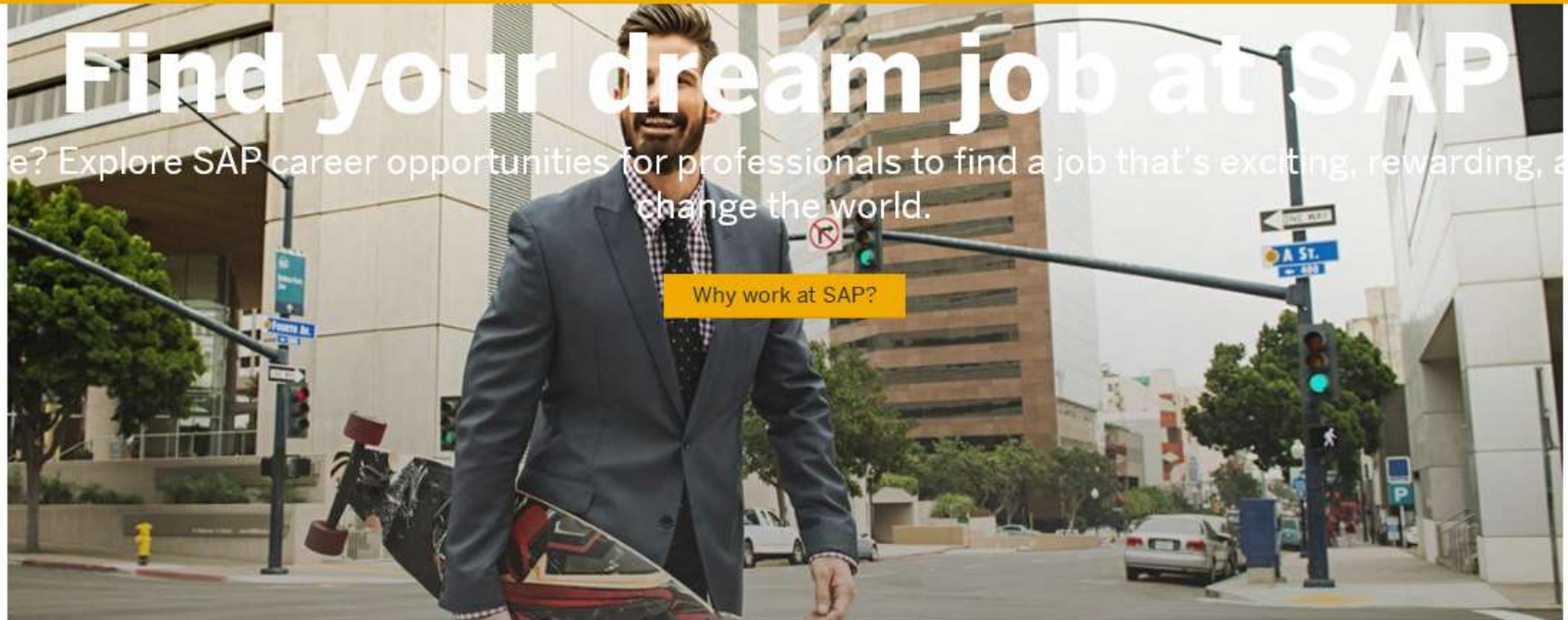
Talent Management

Business



[About Us](#)[Job Areas](#)[Students and Graduates](#)[Life at SAP](#)[Job Search Advice](#)

I am a [target audience](#) and I'm looking for a position in
[Job area](#) in [Austria](#) . [FIND ME MY DREAM JOB](#)



With a high rate of youth unemployment in Europe, SAP is taking a proactive approach...

Life at SAP

3 days ago



Carla

Manager arbeitet mit
HR System

Zielplanung,
Mitarbeitergespräche,
Kalibrierung, Vergütung,
Reporting



< Me

Tasks

Bryan Jackson



Thumbs Up!



Hannah Summers



Thumbs Up!



Kathy Smith



Thumbs Up!



Larry Lindsley



Thumbs Up!



Rebecca Lee



Unrated



Me



Follows Feed



Notifications



Groups



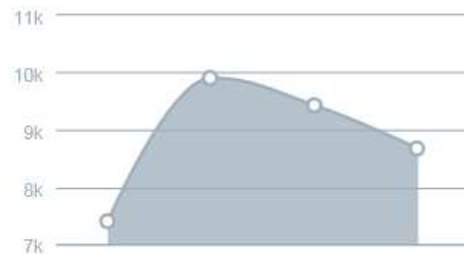
More

To Do

 Loading...

Headcount

Headcount
8.67k



My Team ▾



My Info

Carla Grant
VP, Sales



Profile 90% complete [Finish Now](#)

Jam

 4

Human Resources



New Employee Success



[View All Groups](#)



Carla Grant ▾

2014 Goals ▾

Goal Status: **Not Approved**

Displaying 1–5 of 5 Goals

Financial

Goal ▾



Goal aligned up from Alexander Thompson:

[Increase market share by 8%](#)



Ensure 50% of total revenue comes from products introduced in the last 3 years [Edit](#)



Goal aligned down to Marcus Hoff:

[Align marketing and distribution so that 50% of total revenue comes from new products](#)



Goal aligned down to Wilma Sown:

[Ensure rapid introduction and distribution of new products while maintaining flexibility to respond to the market](#)



Goal aligned down to Vic Stokes:

[Identify acquisition targets and structure deals for low cost access to technology and markets](#)

Last Modified	Type	Weight	Start Date
04/24/2013	Add	<div><div></div></div> 30%	01/01/2014
05/03/2013	Add	<div><div></div></div> 50%	01/01/2014
04/24/2013	Add	<div><div></div></div> 50%	01/01/2014
04/30/2013	Add	<div><div></div></div> 50%	01/01/2014
11/03/2013	Add	<div><div></div></div> 30%	01/01/2014

Customer

Goal ▾



Increase press coverage 6% by end of year [Edit](#)

Last Modified	Type	Weight	Start Date
05/08/2014	Add	<div><div></div></div> 10%	01/01/2014



Increase customer net promoter scores to 80% NPS [Edit](#)

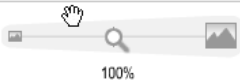


Goal aligned down to Sid Morton:

04/24/2013	Add	<div><div></div></div> 10%	01/01/2014
04/24/2013	Add	<div><div></div></div> 10%	01/01/2014

Execution Map

Fit on Screen Instructions Go Full Screen



Metrics: Updated 562 day(s) ago

Probability of Success	Execution Actual	55.556
Med	Execution Target	59.237

Increase press coverage 6% by end of year



Metrics: Updated 193 day(s) ago

Probability of Success	Execution Actual	0.0
High	Execution Target	0.0

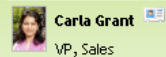
Increase customer net promoter scores to 80% NPS



Metrics: Updated 571 day(s) ago

Probability of Success	Execution Actual	62.0
Low	Execution Target	90.0

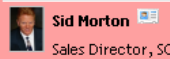
Increase profitability and reduce time to market by consolidating vendors and...



Metrics: Updated 571 day(s) ago

Probability of Success	Execution Actual	145.0
------------------------	------------------	--------------

Improve customer satisfaction scores by 10%



Metrics: Updated 571 day(s) ago

Probability of Success	Execution Actual	4.0
Low	Execution Target	10.0

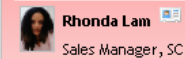
Increase customer net promoter scores to 80% NPS in the NW



Metrics: Updated 566 day(s) ago

Probability of Success	Execution Actual	75.0
High	Execution Target	80.0













Improve customer satisfaction scores by 10%



Metrics: Updated 566 day(s) ago

Probability of Success	Execution Actual	4.0
Low	Execution Target	10.0

Performance Evaluation

My Team ▾	Feedback from Others	Employee Assessment	Manager Evaluation	1:1 Meeting	Signatures
 <div>Brenda Davis</div>			<div>Review Brenda</div>		
 <div>Sid Morton</div>					 <div>Sign</div>
 <div>Richard Maxx</div>			<div>Review Richard</div>		
 <div>Vic Stokes</div>			<div>Review Vic</div>		
					

Performance Evaluation for Marcus Hoff



5.0 - Outstanding

Overall Score

*0

Incomplete Items

#1

Out of 6

Route Map

The form is with Carla Grant

Introduction

Welcome to this year's performance appraisal process. This process is designed to help you and your manager identify your accomplishments and goal achievement during the year. At the end of this process, you and your manager will discuss your strengths and development opportunities. If you have any questions or concerns relating to this year's appraisal cycle, you can contact your manager, your divisional HR representative or consult the Human Resources website.



Objectives (50%)

Comment on and rate the individual's demonstration of each of the objectives listed below.

Financial

Align marketing and distribution so that 50% of total revenue comes from new products [Edit](#)

\$80M of Services

Rating  

 Outstanding



Carla's Comment

Marcus has done a great job for an older guy. He has exceeding quota targets for this year. His proposals have helped us move faster and respond better. His team has outperformed other teams on this goal and it is primarily due to Marcus's thought leadership.

Innovation and Learning

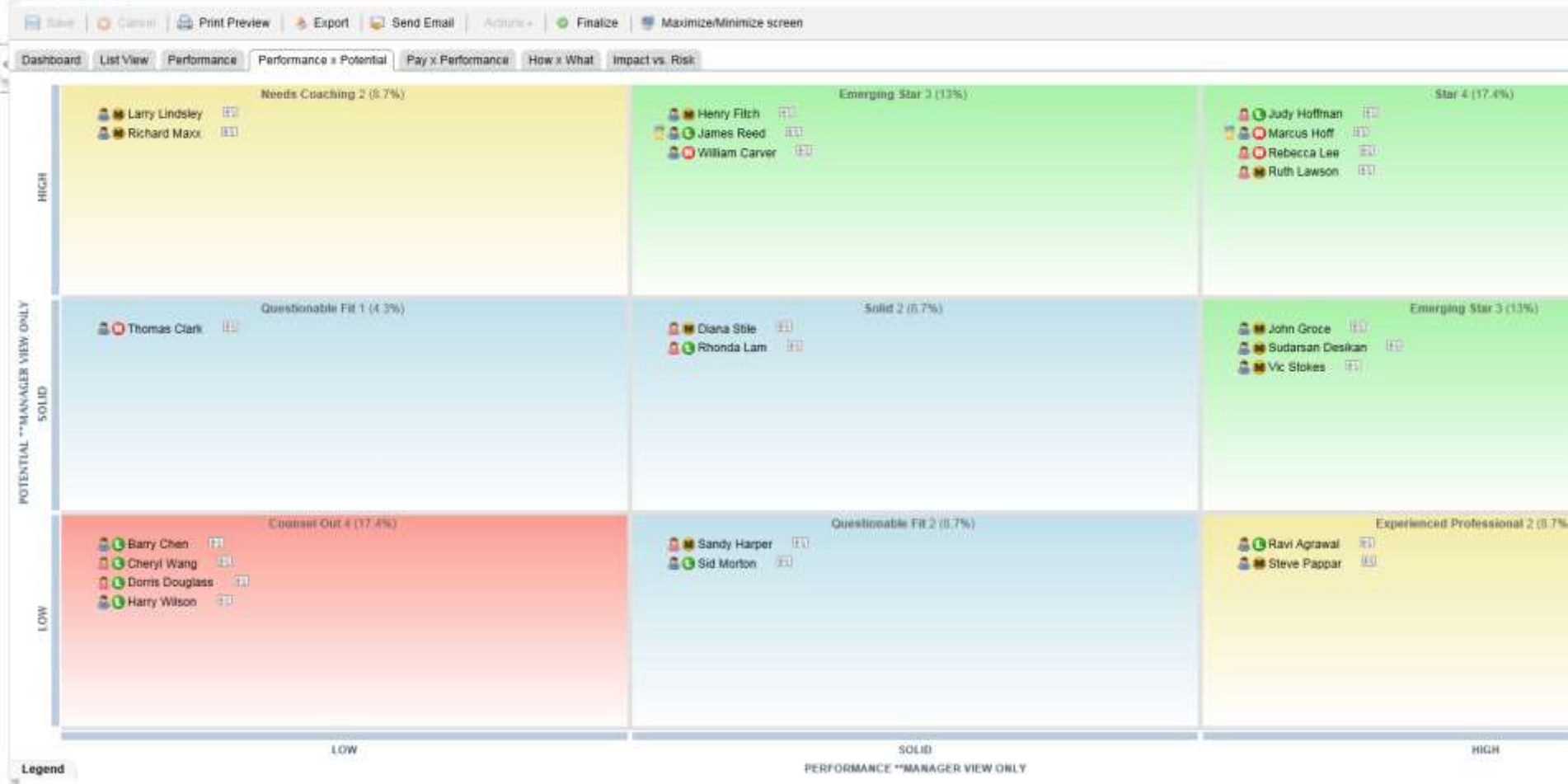
Attend Key Industry and Technical Conferences to Dialogue with Prospects and Gather Leads [Edit](#)

50 Unqualified Leads

Rating  

 Exceeds Expectations

Session List > Talent Evaluation:



Annual Salary, Equity & Incentive Plan Carla Grant (cgrant)

Salary Equity Variable Pay

Budgets Metrics Route Map Instructions Hide

Merit+Adjustment+Lump Sum Promotion

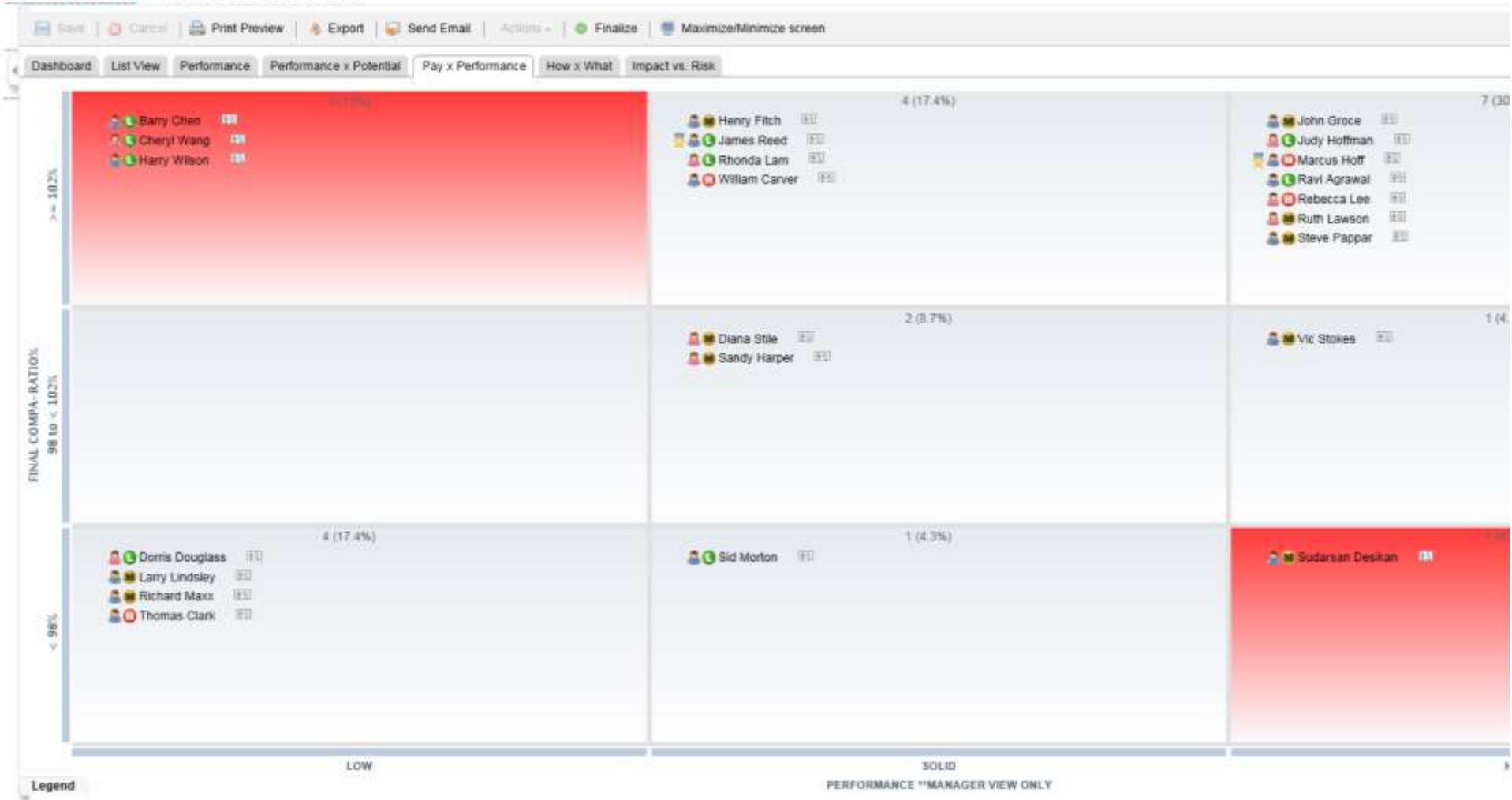
Budget	\$31,810.00	\$9,400.00	2.00%
Total	\$17,822.00	\$0.00	0.00%
Remaining Budget	\$13,988.00	\$9,400.00	2.00%

Display Filters

Employee Information		Current Employee Information		Current Pay Information					Merit		Adjustment	
Employee		Job Title	Overall Performance Rating	Units per Year	FTE	Current Pay Rate	Current Salary	Pay Grade	Salary Range	Merit Guidelines	Merit	Adjustment
 Brenda Davis	 	Administrative Assistant	2 - Needs Improvement	2,080	1	\$15.00	\$31,200.00	H-3	\$11.75-\$17.74	0.00%-0.00%	\$ 0.15	1.00 %
 Marcus Hoff	 	Sales Director, NE	5 - Outstanding	1	1	\$162,500.00	\$162,500.00	GR-16	\$93,700.00-\$174,300.00	4.00%-6.00%	\$ 6,500.00	4.00 %
 Richard Maick	 	Sales Director, NC	3 - Meets Expectations	1	1	\$107,000.00	\$107,000.00	GR-16	\$93,700.00-\$174,300.00	3.00%-5.00%	\$ 3,210.00	3.00 %
 Sid Morton	 	Sales Director, SC	2 - Needs Improvement	1	0.75	\$70,500.00	\$70,500.00	GR-16	\$70,275.00-\$130,725.00	0.00%-0.00%	\$ 0.00	0.00 %
 Wilma Soren	 	Senior Director, NW Sales	5 - Outstanding	1	1	\$130,000.00	\$130,000.00	GR-17	\$105,000.00-\$195,200.00	6.00%-8.00%	\$ 7,800.00	6.00 %
 Vic Stokes	 	Sales Director, SW	4 - Exceeds Expectations	1	1	\$135,000.00	\$135,000.00	GR-16	\$93,700.00-\$174,300.00		\$	%
Group Total							\$636,200.00				\$17,822.00	3.56%

Items per page 50 Page 1 of 1

Session List > Talent Evaluation:





Marcus



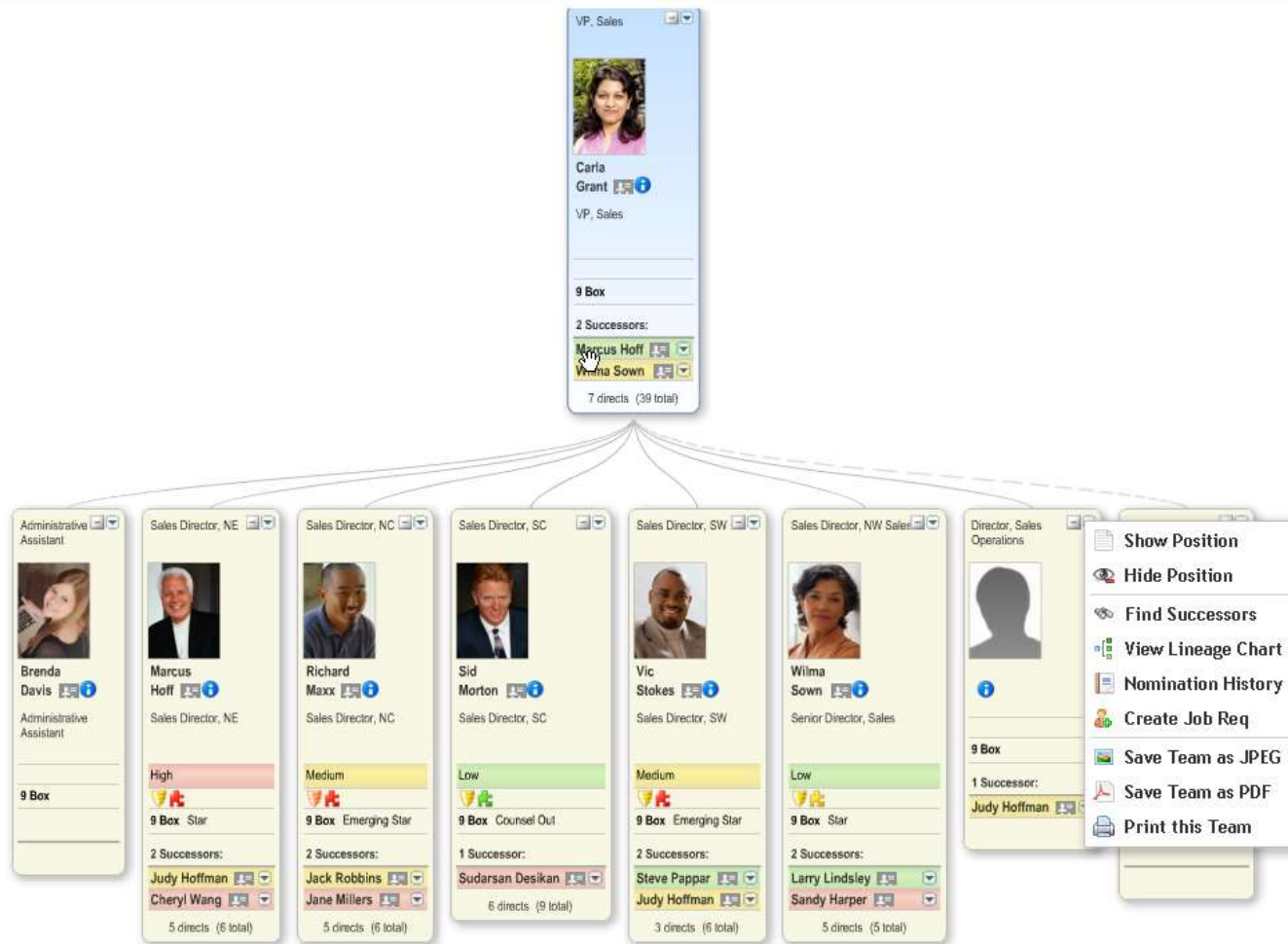
Nachfolgeplanung, Talent Review, internes Recruiting, Entwicklungspläne, Lernen



Succession Org Chart



89%



Sales Talent Pipeline ▾

Take Action ▾



Emergency Replacement



Mike Summers

1

Ready Now



Perry Johnson



Diane Williams



William Carver

3

1-2 years



Henry Fitch



Ravi Agrawal

2

3-5 years

0



Global Talent Review

The Outcomes



CARLA GRANT

Carla Grant

Title: VP, Sales

* Company: ACE Company

Phone: 453-345-8976

* Email: cgrant@successfactors.co

Carla Grant's Resume

Update

Last Updated: 01/18/2010

Your Cover Letter is not on file.

[Click here to attach your Cover Letter](#)

Previous Employment Add Another

<div>Larsen Consulting</div> <div>RSM</div> <div>Details</div>	4 years, 1 month 04/93 - 04/97
<div>Acme Inc</div> <div>Director, DirectTV Sales</div> <div>Details</div>	1 year, 2 months 07/00 - 08/01

Work Experience Within Company

<div>VP of Sales</div> <div>B2B sales</div> <div>Details</div>	
<div>Director of Western Region</div> <div>Enterprise</div> <div>Details</div>	

Formal Education

<div>The Wharton School</div> <div>Masters</div> <div>Details</div>	1 year, 10 months 08/00 - 05/02
<div>New York University</div> <div>Bachelors</div> <div>Details</div>	3 years, 9 months 09/91 - 05/95

Documents

There are no items in this section.

More Information

* Address:	1500 Fashion Island Blvd
* City:	San Mateo
State / Province:	California
* Zip / Postal Code:	94404
* Country	United States
Evening Phone:	

Carla Grant ▾

Career Worksheet

My Job Roles

Job Roles I'm Considering (3) | [My Current Roles \(1\)](#)

40%

Ready

Vice President,
Operations

40%

Ready



Vice President, R&D



33%

Ready



Director, Finance

[Browse job roles...](#)

Competencies for Vice President, Operations (5)

Role Readiness: Evaluate your readiness

You need to work on 3 competencies

▶ Customer Focus ⓘ

4 +

Development Goals

[17 target roles share this competency](#)

▶ Driving Continuous Improvement ⓘ

0 +

Development Goals

▶ People Development ⓘ



0 +

Development Goals

As of 05/20/2012 from Role Readiness Assessment

[13 target roles share this competency](#)

You have met 2 competencies ✓

You have selected

Vice President, Operations

☐ Make public in Live Profile [Career Path](#)

1

Employees

0

Openings

Meine Schulungszuweisungen

Sortieren... Datum | [Priorität](#) [Filter](#)

⚠ Sie haben ausstehende Genehmigungsanfragen

▼ ÜBERFÄLLIG



140 TAGE ÜBERFÄLLIG | PRIORITÄT 2 |
REQUIRED

[JETZT REGISTRIEREN](#) ▼

Situationsbezogene Mitarbeiterführung - englische Version

COURSE HR-601 Überarb. 1 25.11.2008

Teil von [Leadership Development](#)



140 TAGE ÜBERFÄLLIG | PRIORITÄT 2 |
REQUIRED

[KURS FORTSETZEN](#) ▼

Using SuccessFactors Learning (Adaptive)

EXAM KSO-USING-SF-ADAPT Überarb. 1 04.04.2012



139 TAGE ÜBERFÄLLIG |

[BEOBACHTUNG FORTSETZ...](#) >

Mitarbeiterführung Mentoring Beobachtungscheckliste-Aufgabencheckliste für Richard Maxx

OJT LEAD_MENTOR_CHK Überarb. 1 11.09.2012



78 TAGE ÜBERFÄLLIG | PRIORITÄT 4 |
RECOMMENDED

[KURS FORTSETZEN](#) ▼

Schulung suchen

Was möchten Sie heute LERNEN? [Los](#)

[Alle Kurse durchsuchen](#) >

HERVORGEHOBENE KURSE



Building Stron
a Cus...

Customer Se
vice Ex...

Interpersonal
Commu...

Advanced Pr
oject Ma...

Meine Qualifikationen ▾



2
Überfällig

Links

[1 Stellvertreter
act on their be...](#)

[Berichte](#)

[Dashboard](#)

[Externe Anforderun...](#)

[Genehmigungen](#)

[Nachrichten](#)

[Optionen und Einst...](#)

[Schulung aufzeichnen](#)

[Schulungsplaner](#)

[SuccessFactors](#)

Schulungsverlauf

[Alle an...](#)

[Hi...](#)

ZULETZT HINZUGEFGT



[Pflegekongress 2014](#)



← Zurück

Katalogsuche



Suchen:

Los

Kurskalender

▼ Sprachen: English (English); Währung: EUR (Euro)

Sie haben gesucht nach "communication"

Sortieren nach: Relevanz ▼

Kurse (13) Soziales Lernen (38)

Kurse eingrenzen:

▼ Kategorie

- Vom Kursleiter geleitet
- Online
- Andere
- Qualifikationen
- Program
- QuickGuide

▼ Themenbereich

- Abteilung oder Funktion >
- geschäftl. Fertigkeiten >
- Gesundheit und Sicher... >
- Kompetenzen >
- LD
- Alle anzeigen**

▼ Quelle

- ☐ Internal

▼ Liefermethode

- ☐ Klassenraumtraining
- ☐ Online Training

Datensätze pro Seite: 10 ▼

«Zurück Seite 1 Los von 2 Weiter»



Overview to Effective Business Communication (COURSE HR-121)

Kurs mit Kursleiter und Online-Kurs

✓ Bereits zugewiesen

Understanding business communication is foundational to being an effective administrative support pr **mehr**

☆☆☆☆☆ Noch nicht bewertet

In Ihrer Währung nicht verfügbar

Keine Kursdaten geplant



Interpersonal Communication Skills for Teams (COURSE HR-122)

Kurs mit Kursleiter

Interpersonal communication is an essential skill for the modern worker. Rarely does an employee wor **mehr**

45.00 EUR (geschätzt)

Keine Kursdaten geplant



Hazard Communication (ONLINE SS-EHS-438)

Online-Kurs

This training discusses programs and procedures dealing with chemical hazards as stated in OSHA Regu **mehr**

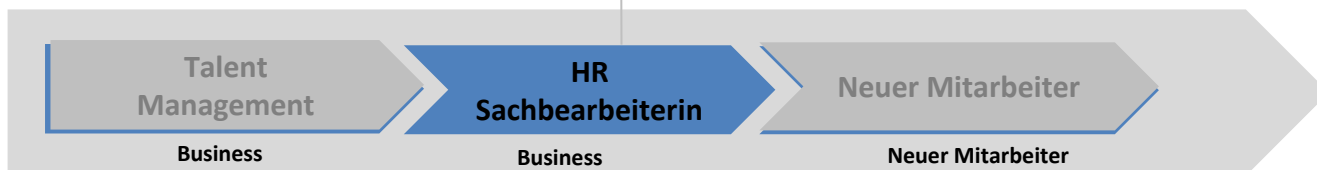
In Ihrer Währung nicht verfügbar

Business Communication for Employees



Nancy

HR Kernprozesse



Eigene Informationen

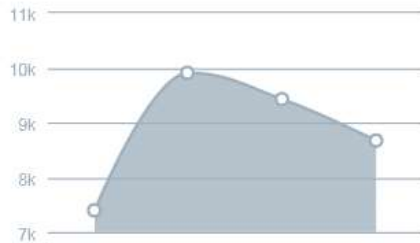
Nancy Nash
Business Partnership Manager, IND



Headcount

Headcount

8.67k



Zu erledigen ▾

- ÜBERFÄLLIG** 1112 TAGE Complete survey Level 1: Reaction Survey for course Benefits
- ÜBERFÄLLIG** 318 TAGE Complete online course Anti-Discrimination Policy w/Exam
- ÜBERFÄLLIG** 318 TAGE Complete online course Basic Preparedness
- ÜBERFÄLLIG** 318 TAGE View details for course Overview to Effective Business Communication
- ÜBERFÄLLIG** 185 TAGE Kalibrierung 0 von 3 abgeschlossen

Links

- Organigramm
- Personaldaten
- Sitzungen
- Dashboards 2.0
- Berichtswesen
- Analyse

Bearbeiten

Admin-Meldungen

Aufgestaute Workflows 14

- 10 Aktionen für allgemeines Objekt ändern (208-311 Tage)
- 2 Einmalige Gehaltskomponente hinzufügen (308-311 Tage)
- 1 Vol Terminaton - School (311 Tage)
- 1 Promotion - Pay Change (308 Tage)

Personenbezogene Probleme 2

- 2 Recruiting für ausstehende Einstellungen

Probleme mit HR-Daten

Ungültiger dynamischer Rollenbenutzer

Einstellungen für Admin-Meldungen bearbeiten

Meine Admin-Favoriten

- Massenänderungen verwalten
- Daten verwalten
- Workflowanforderungen verwalten

Zu erledigen ▾

- ÜBERFÄLLIG**
1112 TAGE **Complete survey** Level 1:
Reaction Survey for course
Benefits
- ÜBERFÄLLIG**
318 TAGE **Complete online course** Anti-
Discrimination Policy w/Exam
- ÜBERFÄLLIG**
318 TAGE **Complete online course** Basic
Preparedness
- ÜBERFÄLLIG**
318 TAGE **View details for course**
Overview to Effective
Business Communication
- ÜBERFÄLLIG**
196 TAGE **Kalibrierung**
0 von 3 abgeschlossen

Links

Organigramm

Personaldaten

Sitzungen

Dashboards 2.0

Berichtswesen

Analyse

✎ Bearbeiten

Admin-Meldungen

Aufgestaute Workflows **14**

- 10 Aktionen für allgemeines Objekt ändern
(208-311 Tage)
- 2 Einmalige Gehaltskomponente hinzufügen
(308-311 Tage)
- 1 Vol Terminaton - School (311 Tage)
- 1 Promotion - Pay Change (308 Tage)

Personenbezogene Probleme **2**

- 2 Recruiting für ausstehende Einstellungen

Probleme mit HR-Daten

Ungültiger dynamischer Rollenbenutzer

✎ Einstellungen für Admin-Meldungen
bearbeiten

Meine Ac

Massenände

Daten verwal

Workflowanf



Marcus Hoff (mhoff)

Sales Director, NE
Philadelphia, PA (US_PHL)

📞 +1 (653) 343 3490

✉ robert.zoechling@sap.com

Vorgesetzter: [Carla Grant](#)

9

Direkt
unterstellte
Mitarbeiter

10

Teamgröße



[Organigramm](#)

Maßnahme ergreifen

Stellen- und
Vergütungsinformationen
ändern
Terminate/Retire
Ein Abzeichen geben

Einmalbonus
Beschäftigungsdetails
Beurlaubung
Notiz hinzufügen
Talentkarte erstellen

Gehe zu

Öffentliches Profil
Anstellungsinformationen
Gehaltsabrechnung
Profil
Salary Information
Payroll
Talent Review
Entwicklungsplan
Nachfolge-Organigramm
Jam

Persönliche Informationen
Ausstehende Genehmigungen
Manage Time Off
Personal Info
Scorecard
Tuition Reimbursement
Zielplan
Karriere-Arbeitsblatt
Jetzt als Vertreter agieren



Marcus Hoff ▾

Anstellungsinformationen ▾

Stand: Heute ▾

Maßnahme ergreifen



Stelleninformationen

Verlauf ?

Geltend ab 30.07.2012

▼ Informationen zur Planstelle

Position ID Sales Director, NE (DIR_SALESNE)

▼ Unternehmensinformationen

Firma Ace USA (ACE_USA)

Unternehmenseinheit Corporate Industries (ACE_IND)

Geschäftsbereich Industries (IND)

Abteilung Sales (SALES)

Standort Philadelphia, PA (US_PHL)

Kostenstellenkonto Direct Sales (31300)

▼ Stelleninformationen

Mitarbeiterstatus Active

Zeitzone US/Eastern (GMT-05:00)

Vorgesetzter Carla Grant (cgrant1)

Stellenklassifizierung Director, Sales (SALES-DIR)

Titel Sales Director, NE

Lokale Stellenbezeichnung

Territory

Gehaltsstufe Salary Grade 16 (GR-16)

Ständig/Zeitarbeit Regular

Standardwochenarbeitsstunden 40

Vollzeit 1

Mitarbeiterklasse Employee

FLSA-Status Exempt

Ist Grenznäher Nein

Beschäftigungsdetails

Bearbeiten ?

Einstellungsdatum 01.01.2001

Ursprüngliches Anfangsdatum 01.01.2001

First Date Worked

Beginn der Arbeit für das Unternehmen 01.01.2001

Qualifiziert für Aktien Ja

Servicedatum 01.01.2001

Anfängliche Aktienerteilung 2.000

Datum der Organisationsberatung 01.01.2001

Anfängliche Optionenzuteilung



Marcus Hoff ▾

Informationen zur Gehaltsabrechnung ▾

Maßnahme ergreifen

Sales Director, NE
Philadelphia, PA(US_PHL)

Zurück zu: **Ace USA (ACE_USA)**

Verdienst und Abzüge

Gehaltsnachweis ▾



Statement of Earnings and Deductions

Name	Personnel No.	Social Security	Company Code	Cost Center		Location
Marcus Hoff	00100209	376-89-8766	BestRun USA			Corporate - United States
Pay Period	Check Date	Gross Pay	Deductions	Taxes	Net Pay	Check Number
04/01/2014 - 04/15/2014	04/15/2014	\$6,622.41	\$428.47	\$2,236.19	\$3,957.75	

Earnings

Earnings	Rate	Number	Amount	Year to Date
Gehalt		86.67	\$6,622.41	\$44,523.03
			\$0.00	\$1,833.84
Totals:			\$6,622.41	\$46,356.87

Taxes

Taxes	Authority	Amount	Year to Date
TX Withholding Tax	FED	\$1,438.57	\$10,069.99
TX Withholding Tax	PA	\$203.38	\$1,423.66
TX Withholding Tax	PABT	\$82.81	\$579.67
TX EE Social Security Tax	FED	\$410.73	\$2,875.15
TX EE Medicare Tax	FED	\$96.06	\$672.42
TX EE Unemployment Tax	PA	\$4.64	\$32.46
Totals:		\$2,236.19	\$15,653.35

Pre-tax Deductions

Pre-Tax Deductions	Amount	Year to Date
--------------------	--------	--------------

Post-tax Deductions

Post-Tax Deductions	Amount	Year to Date
---------------------	--------	--------------

Neuen Mitarbeiter hinzufügen

[Zurück](#)
[Identität](#)
[Persönliche Informationen](#)
[Stelleninformationen](#)
[Vergütungsinformationen](#)
[Weiter](#)
[Speichern](#)
[Abbrechen](#)

* Einstellungsdatum

17.11.2014 📅

* Firma

🔍 Keine Auswahl ▾

* Ereignisgrund

🔍 Keine Auswahl ▾

Informationen zum Namen

[Alternative Sprache anzeigen](#)

* Vorname [Zum Bearbeiten klicken](#)

Zweiter Vorname [Zum Bearbeiten klicken](#)

* Nachname [Zum Bearbeiten klicken](#)

Suffix 🔍 Keine Auswahl ▾

Display Name [Zum Bearbeiten klicken](#)

Person Info

Geburtsdatum TT.MM.JJJJ 📅

Geburtsname [Zum Bearbeiten klicken](#)

Geburtsland 🔍 Keine Auswahl ▾

Geburtsregion [Zum Bearbeiten klicken](#)

Geburtsort [Zum Bearbeiten klicken](#)

Mitarbeiterinformationen

* Personenkennung [Zum Bearbeiten klicken](#)

Ausweistyp



* Land

🔍 Keine Auswahl ▾

* Ausweistyp

Keine Auswahl ▾

* Ausweis

[Zum Bearbeiten klicken](#)

* Ist primär

Keine Auswahl ▾

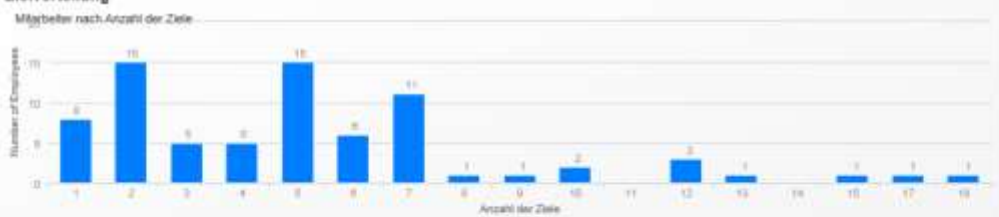
Goal Status -

Filter

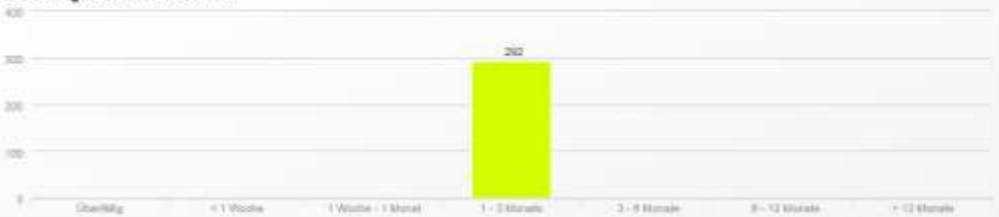
Zielstatus



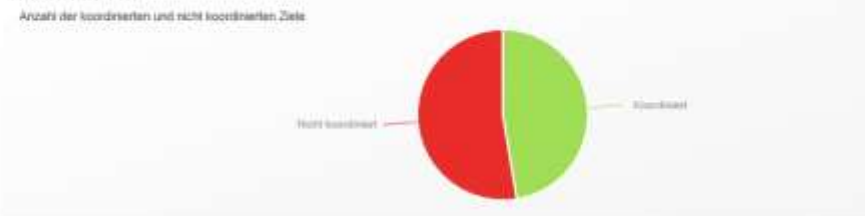
Zielverteilung



Ziel-Fälligkeitsdatumsbereich



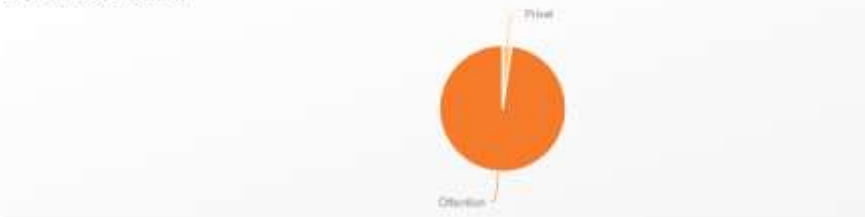
Koordinierte Ziele



Ziele nach Fertigstellung



Ziele nach Sichtbarkeit



Manager's Key Metrics

Talent insights

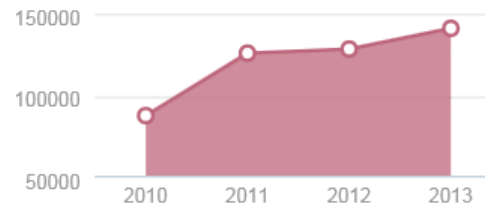
Manager KPI's

LEARNING ANALYTICS

☑ Mitarbeiterengagementindex



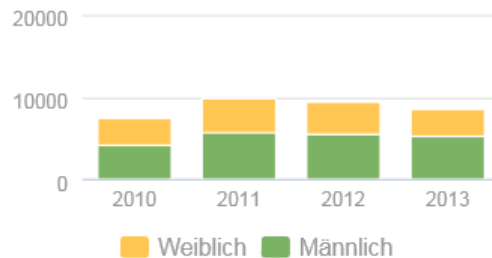
☑ Operating Profit per FTE



☑ Externe Einstellungsrate



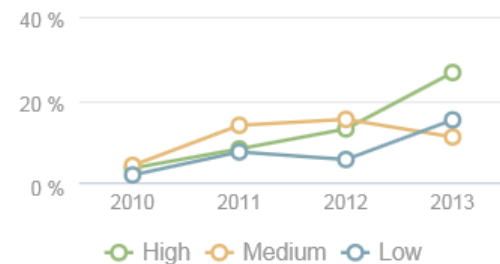
☑ Personalbestand EDZ



☑ Neueinstellungsausfallfaktor - <6/12 Monate



☑ Austrittsrate - Freiwillig



Reports

[Standard Platform Reports](#)
[talent insight reports](#)

WFA Issue Focused Series

[Aging Workforce](#)
[Workforce Diversity](#)
[Low Tenure Termination](#)
[Workforce Generation](#)
[Internal Mobility](#)

Links

[Internal Mobility](#)
[Workforce planning](#)
[Investigate >](#)
[Investigate >](#)





Brenda

Mitarbeiter
Self Services





MY PROFILE



Learning Plan



Create New Meeting



Create Touchbase item

WHO'S WHO?

Search People



FEED



Message



Photo



Video



Carla Grant voted in the poll How long should New Hire Orientation be?

8. Mai - [New Employee Success](#)

Half-Day



Like



Comment



Brenda Davis

23. Apr.

Ich bin vom 24.04.2014 bis zum 25.04.2014 nicht im Büro.



Like



Comment



Brenda Davis commented on the

There are no Open To-Dos that can be completed from your mobile device at this time.

TIME OFF

My Balances

Sick Leave

10 DAYS

+++ Next Week: Thanksgiving on Thu

RECENT GROUPS



New Employee Success

Last Activity: 8. Mai

5



Human Resources

Last Activity: 8. Feb.

1

My Feed Updates



FEED

My Feed Updates



Notifications

@bdavis

Unread Feed Updates

GROUPS

Recent Groups

My Groups

All Groups



Add Message



Add Photo



Add Video



Brenda Davis commented on the document Employee Handbook.pdf

23. Apr. - [New Employee Success](#)

...langweilig



Employee Handbook.pdf



Like



Comment



Marcia Barista posted the document

8. Feb. - [Human Resources](#)

401K Policy Update



Presentation of 401K Policy changes discussed at Q2 All Hands



Marcia Barista posted the document

8. Feb. - [Human Resources](#)

Learning Plan

Approvals

Overdue



Art Appreciation by Design

216 days overdue



Anti-Discrimination Policy w/Exam

209 days overdue



Company Procedures and Policies

209 days overdue



Employee Participation Policy

209 days overdue



Using SuccessFactors Learning (Adaptive)

209 days overdue



Basic Preparedness

167 days overdue



Level 1: Reaction Survey

Complete Course Survey

161 days overdue



Time Off



November 2014						
Mo	Di	Mi	Do	Fr	Sa	So
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

My Balances as of 11/21/2014

13 days
Vacation10 days
Sick Leave

Vacation

Start Date
21
NovemberEnd Date
21
November1
day

Team Absences

No others absent during this time.

Comments

You can write a comment here



Team Absence Calendar

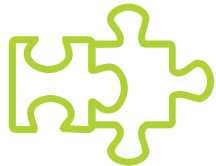


Before You Go

SUBMIT



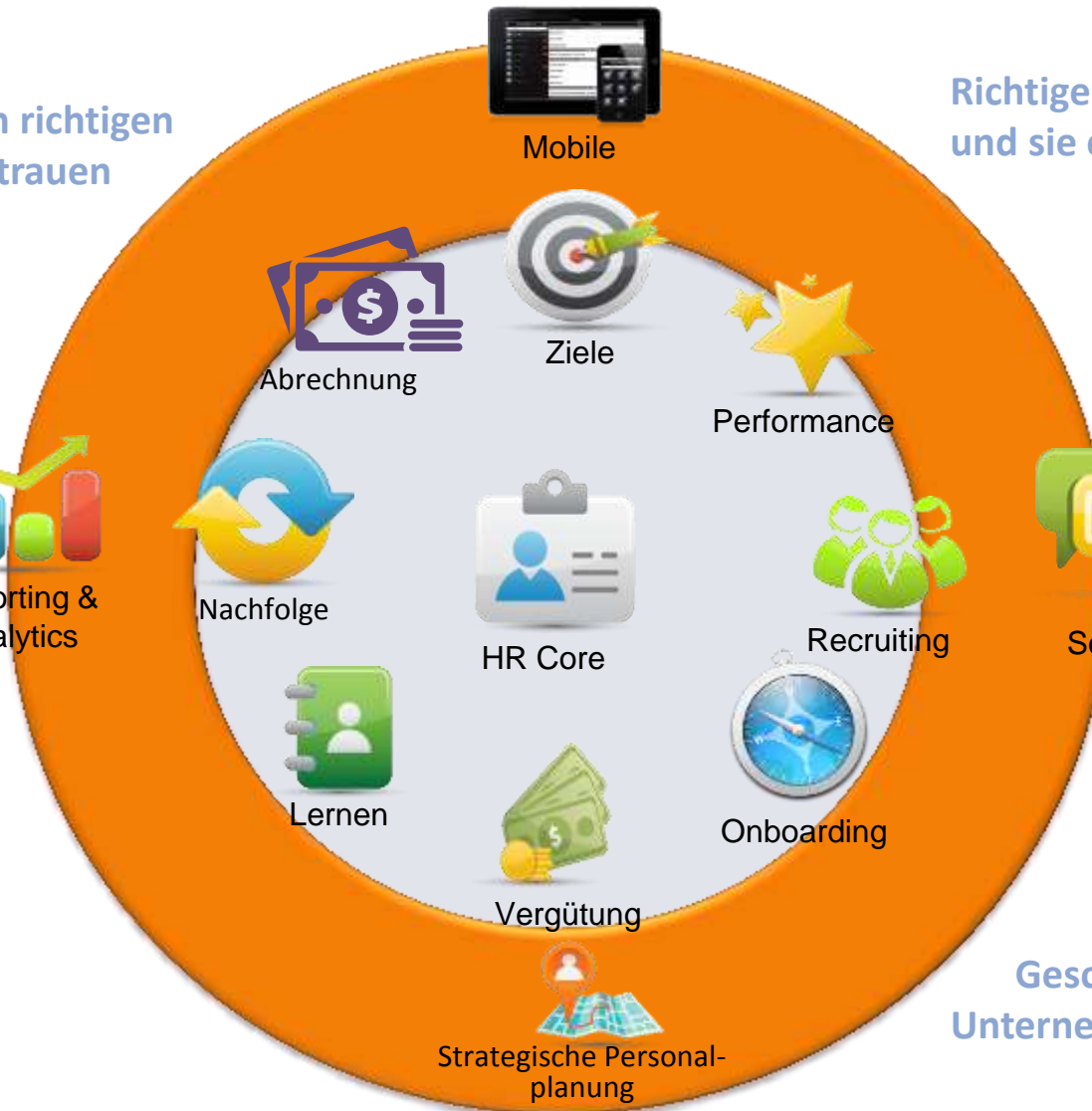
Mitarbeiter mit den richtigen
Aufgaben zu betrauen



Align



Reporting &
Analytics



Richtige Mitarbeiter zu finden
und sie erfolgreich zu machen



Optimize



Social



Accelerate

Geschäftsprozesse des
Unternehmens zu verbessern

Cloud

Talent Management
Learning
Recruiting
Workforce Planning & Analytics

On-Premise

Personalstammdaten
Organisation
Abrechnung
Zeitmanagement
Workforce Analytics

Orchestrierung

Einheitlicher Zugriff

HR Cockpit (ESS, MSS,...)



HR Processes

Talent Management

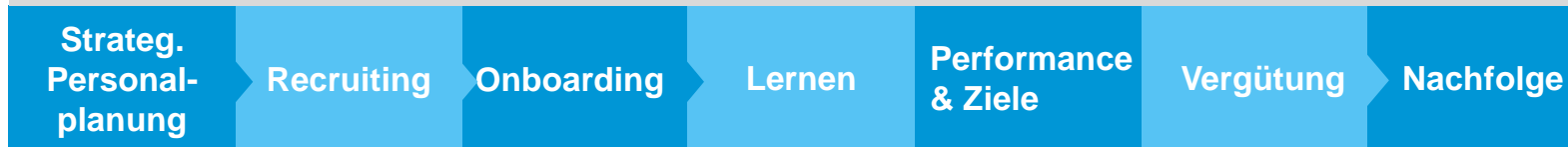


HR Core





Soziale Kollaboration (JAM), Reporting und Analytics



Standardintegration

(Mitarbeiterstammdaten, Organisationsdaten, Kompetenzdaten, etc.)



Core HR System(e)

- Organisationsmanagement
- Mitarbeiterstammdaten
- Qualifikationskatalog
- Personalabrechnung



ERP
FI/CO, CRM...

It's time to love work again.™



DI Robert Zöchling

HCM & Cloud Solutions
Human Capital Management

SAP Österreich GmbH

Lassallestraße 7b
A-1021 Wien

E robert.zoechling@sap.com



Paul BREITENFELDER, M.A.

HCM Solutions Adviser
Human Capital Management

SAP Österreich GmbH

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A-1021 Wien

E paul.breitenfelder@sap.com

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