



Leverage the end-to-end functionality of the SuccessFactors BizX solution to tap into the full potential of employees

Make the Most of Your Human Capital Assets with Optimized Processes

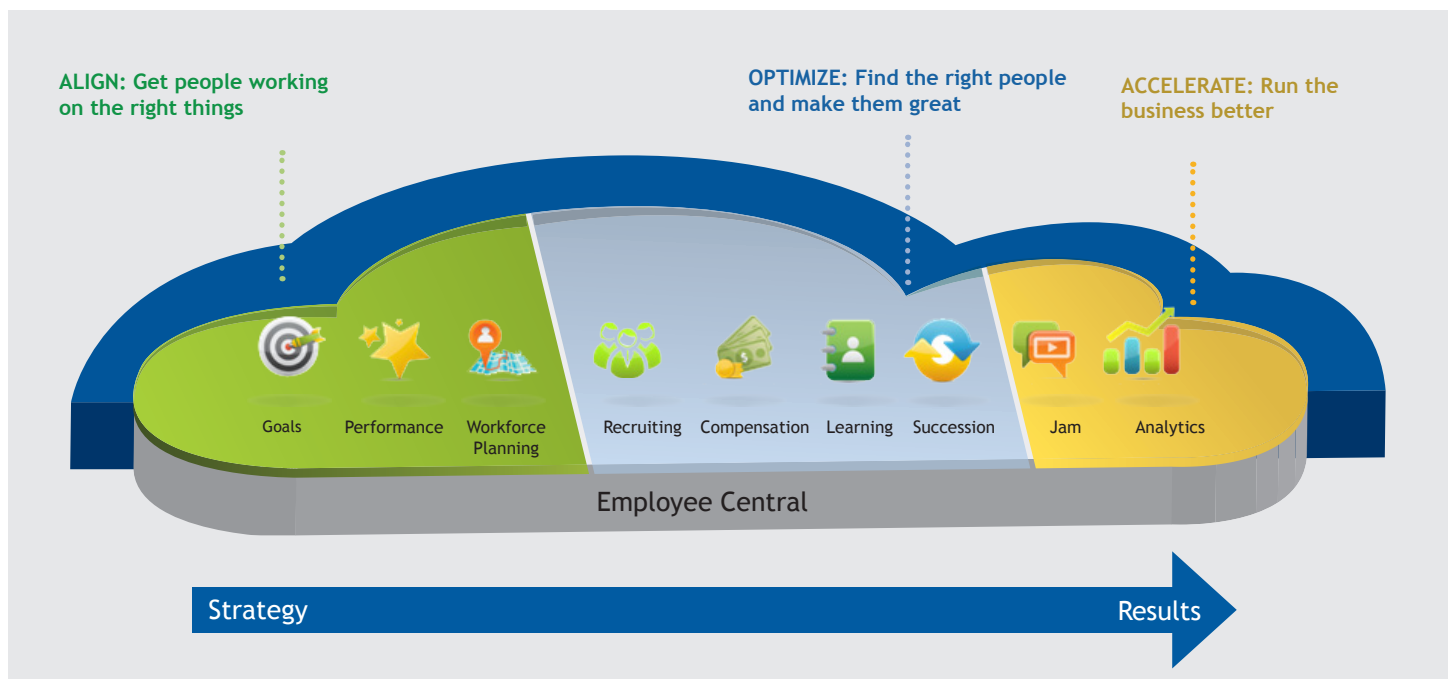
Successfully managing human capital is a major driver in organizational growth and competitive advantage. The current trend in global business dynamics is driving organizations to optimize workforce processes to achieve effective business results and increase employee satisfaction.

But how do organizations identify, develop, retain, recruit and compensate talent to bolster their effectiveness to increase profitability and lower costs? YASH TechnologiesTM works with global organizations to leverage the full functionality of SuccessFactors Business Execution (BizX) suite capabilities to integrate and streamline processes across the organization for improved performance.

Integrate Human Capital Management through SuccessFactors BizX in the Cloud

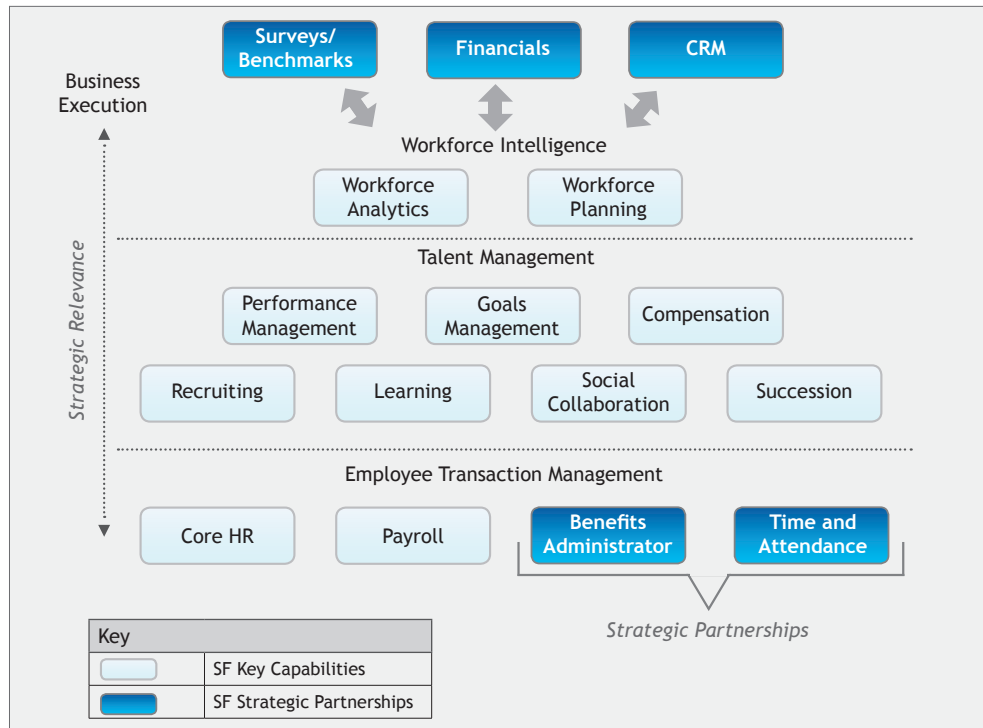
SuccessFactors BizX suite capabilities provide a holistic approach to human capital management, integrating the end-to-end processes and reducing risks and costs. From Performance Management and Goal Setting and Recruitment to Succession Planning and Analytics and Service Delivery, SuccessFactors supports key business activities that transform the HR department into a business enabler. HR now becomes a strategic partner to the business with the ability to identify skill gaps, monitor and pay for performance, measure employee goals and align to business strategy driving strong execution of business results.

YASH helps companies to reach a quicker Return on Investment (ROI) by combining industry leading practices with rapid implementation methodologies, and deploying the right solution to manage their greatest asset - their people. For organizations considering upgrades to their HCM platform or building Talent Management capabilities across their company, SuccessFactors BizX in the Cloud is the best choice.



Build upon Strategic HR Initiatives and Align to Corporate Strategy

Reap the benefits of Cloud solutions immediately. SuccessFactors BizX is cost-effective to purchase, deploy, and manage - and delivers rapid time to value. The BizX solution can help businesses grow, expand business processes, and seamlessly integrate with existing on-premise IT investments. In addition, the BizX solution is accessible anywhere using SuccessFactors BizX mobile capabilities. Companies are thinking beyond the benefits of integration in the Cloud for HR and more holistically into the impacts on business execution and results.



Although SuccessFactors BizX suite contains HR and Talent Management capabilities, it may be leveraged to provide strategic alignment to business strategy. BizX may integrate with your CRM, survey/ benchmark data, or financials, transforming data into information that is actionable and critical for business, HR, or Talent decisions. The best example of this integration is through the SuccessFactors Workforce Planning and Analytics capabilities.

Improve Accuracy by Implementing All SuccessFactors' HR and Talent Management Capabilities

HR and Talent Management are critical areas in every organization in realizing how to retain, develop, and ultimately generate the best performance from employees. Depending on the readiness of an HR organization to invest in strategic initiatives, SuccessFactors offers the opportunity to implement all or some of its Talent Management capabilities in a large HR Transformation initiative or phased approach.



Benefit from your investment in SuccessFactors with:

- A seamless flow of Talent data among the Performance Management, Succession Management, Compensation, Learning and Recruiting processes to:
 - Simplify processes and make Talent data more accessible (e.g. reduce multiple systems to one)
 - Improve workforce planning and promote data driven decisions
 - Leverage single system platform to easily mine Talent information
- The ability to align team and individual goals, behaviors and competencies with the organization's strategy to drive business execution
- Lower HR and Talent operating costs due to a single, common architecture; workflow and process automation
- A common, intuitive Talent and HR user interface that promotes ease of use and user adoption by the entire organization

YASH Best Practices Recognition

- Contributing and Testing Partner for SAP Best Practices for the High-tech Industry (US)
- Semiconductor and Photovoltaic Electronics and Component Manufacturers Software Providers
- Contributing and Testing Partner for SAP Best Practices for the Chemical Industry (India)

Extended Industry Vertical Expertise

- High-tech software
- Chemical
- Professional Services
- Manufacturing

S-Imple Methodology for Implementations Significantly Reduces Costs

YASH's proprietary SAP® SuccessFactors implementation methodology, S-Imple is based on Scrum principles that significantly reduces the overall project cycle time through the use of accelerator tools, best practices, and proven methodologies. With S-Imple, YASH dramatically reduces blueprinting, development and testing phases, as customers are involved from the early stages of the implementation. By leveraging pre-configured business scenarios, YASH minimizes customization and customers are able to view changes easily via playback sessions. The process-centric management of project implementations means customers receive the right solution the first time.

YASH's technical and business process expertise includes a wide range of SAP and now includes SuccessFactors applications. This expertise extends to other areas that touch the enterprise. By incorporating our domain expertise in areas such as data warehouse solutions and analytics, YASH can provide scalable holistic solutions that nurture highly effective business operations and reduce the Total Cost of Ownership (TCO) of the SAP landscape.

YASH SAP HCM and SuccessFactors Solutions Enable Rapid Time to Value - the Benefits

Activity	Benefits
Consistently achieve corporate objectives	<ul style="list-style-type: none"> ▪ Align your workforce with organizational objectives ▪ Find the best people and leverage their talent in the right job at the right time ▪ Ensure that every employee understands and acts upon appropriate business objectives and can monitor their progress toward corporate goals
Retain your talent	<ul style="list-style-type: none"> ▪ Provide your employees with clearly defined career and development plans and personalized learning opportunities ▪ Link employee performance to compensation programs, such as variable pay plans and long-term incentives
Proactively identify and fill talent gaps	<ul style="list-style-type: none"> ▪ Identify, develop, and track high-potential employees ▪ Ensure that future leaders can be effectively promoted from within - and that successors are identified and nurtured for key positions
Lower cost of compliance and employee administration	<ul style="list-style-type: none"> ▪ Reduce the cost and effort of complying with local regulations through unrivaled features and functions, support structures, and expertise ▪ Reduce HR costs by automating operational employee-related processes
Improve decision making and manage human capital more effectively	<ul style="list-style-type: none"> ▪ Give your executives, HR professionals, and line managers reporting and analysis options that provide real-time insight into your workforce ▪ Identify trends at an early stage and make well-informed decisions, so you can manage your human capital more effectively, predict human-capital investment demands, and track workforce costs and the return on investment for HR projects
Reduce risk	<ul style="list-style-type: none"> ▪ Adapt your processes quickly to changing business needs with a flexible, scalable solution
Implement value-added activities	<ul style="list-style-type: none"> ▪ Streamline all HR processes ▪ Free employees to concentrate on value-generating activities rather than on routine tasks
Turn HR into a strategic business partner	<ul style="list-style-type: none"> ▪ Align HR activities with organizational objectives ▪ Focus on leadership succession, workforce planning, and organizational change ▪ Make HR services transparent ▪ Lower HR costs and deliver better HR services - anywhere and anytime

YASH SAP Alliance

- Services Partner
- Gold Channel Partner
- eLearning Education Partner
- Business All-in-One Partner
- Active participation and contribution towards various industry package and localization and product development initiatives at SAP Labs
- SuccessFactors Consulting Partner

YASH SuccessFactors Consulting Partner Global Delivery

- Flexible “right-shoring” partnerships
- Full lifecycle offshore support
- Strategically located delivery centers
- 24x7 support with highly experienced teams

Accelerators/ Tools for

- Implementation
- Support
- Enhancements and Upgrades

Rely on YASH as Your Experienced Partner

Global customers rely on YASH to maximize the ROI of their SAP investments. Through our SAP Center of Excellence (CoE) and our dedicated HCM Competency, YASH offers end-to-end solutions and services that meet your changing business requirements. Our comprehensive SAP portfolio is a holistic approach that speeds benefit realization from your SAP investments. Besides core SAP ERP, YASH consults on, implements and supports the following business solutions: **HCM, CRM, SCM, BI, Enterprise Portal, SRM, Netweaver, Mobile Applications**. There is also a focused investment in growing the SAP practice through training and certification around the SuccessFactors BizX space.

If your organization is planning on implementing SAP HCM or SuccessFactors, or are exploring how to optimize your existing investment, please contact us at info@yash.com to arrange a meeting with one of our SAP experts, or visit www.yash.com/sap.

About YASH Technologies

YASH Technologies focuses on customer success. As a leading technology services and outsourcing partner for medium and large global customers, we leverage technology and our flexible delivery models to drive performance and business value throughout a customer’s enterprise. YASH’s comprehensive service approach incorporates a holistic view of our customers that extends beyond delivery. This approach integrates enterprise solutions and services, proprietary best practice offerings, strategic application and maintenance outsourcing, as well as consulting and integration services. YASH is a SEI CMMI (Level 3) and an ISO 9001:2008 certified company with U.S. and India headquarters and regional sales and development offices spread across three continents.



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Envision. Engage. Empower.