



SAP SuccessFactors 

Using technology to implement research-based well-being strategies at work:

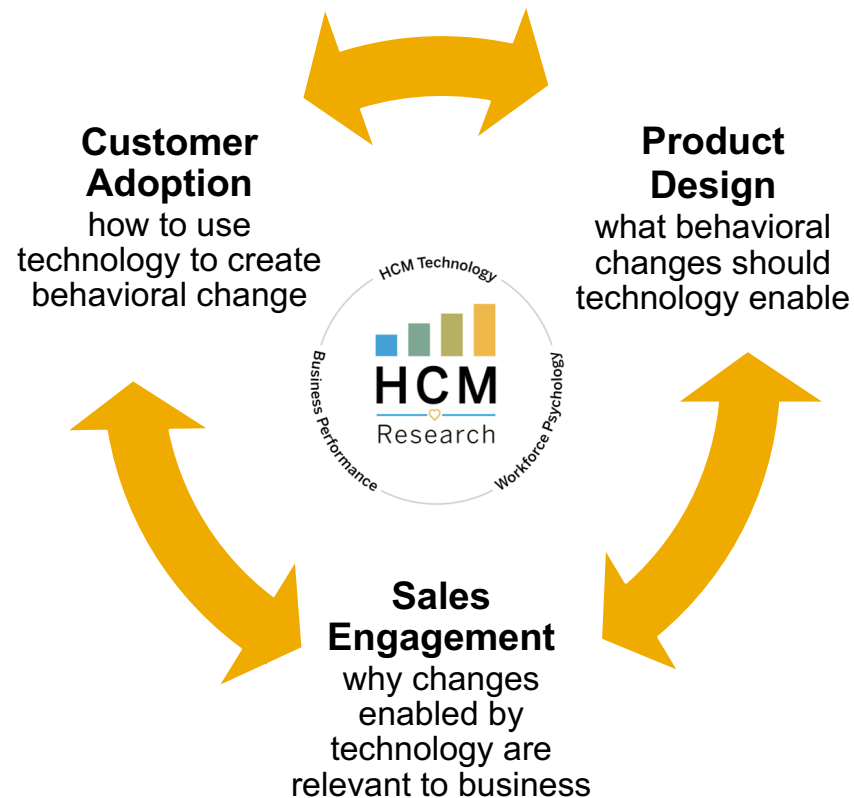
Building supportive, inclusive, and healthy cultures

PUBLIC

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July 12, 2018

THE BEST RUN 

Using psychological science to improve the design, relevance, and application of Human Capital Management technology



HCM Research: Studying the intersection of business, people, & technology





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SAP SuccessFactors Research Center

The SAP SuccessFactors Research Center shares empirically based research insights related to Human Capital Management.


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SAP Research

Insights from data collected in SAP systems or by SAP customers.



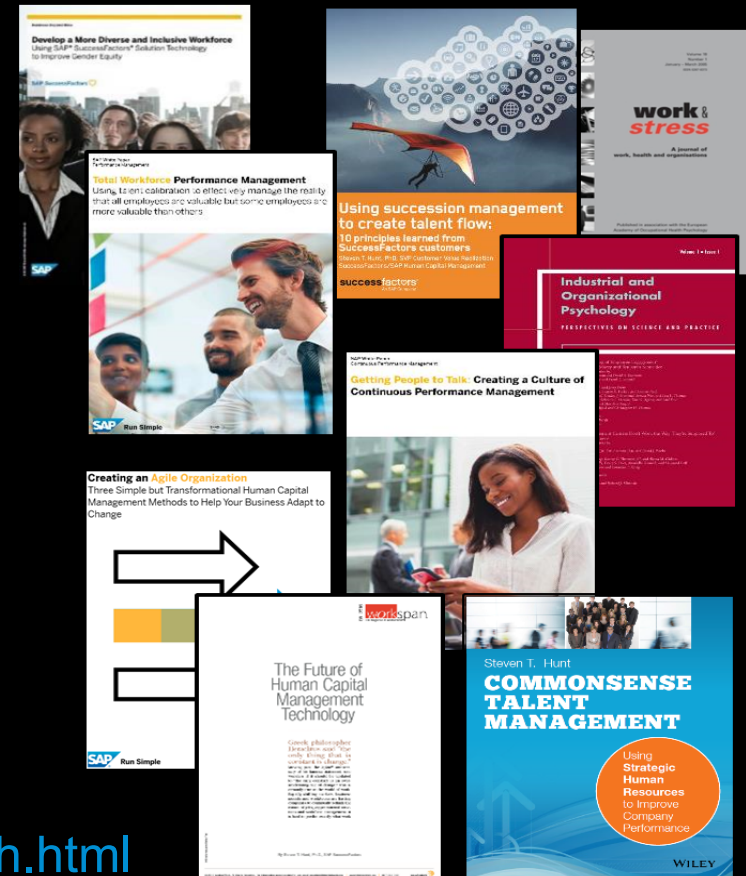
Other Research

Insights from academic research and other public industry data.



Experience

Insights from years of professional experience rooted in thousands of customer interactions.



https://www.successfactors.com/en_us/lp/research.html

Discussion topics

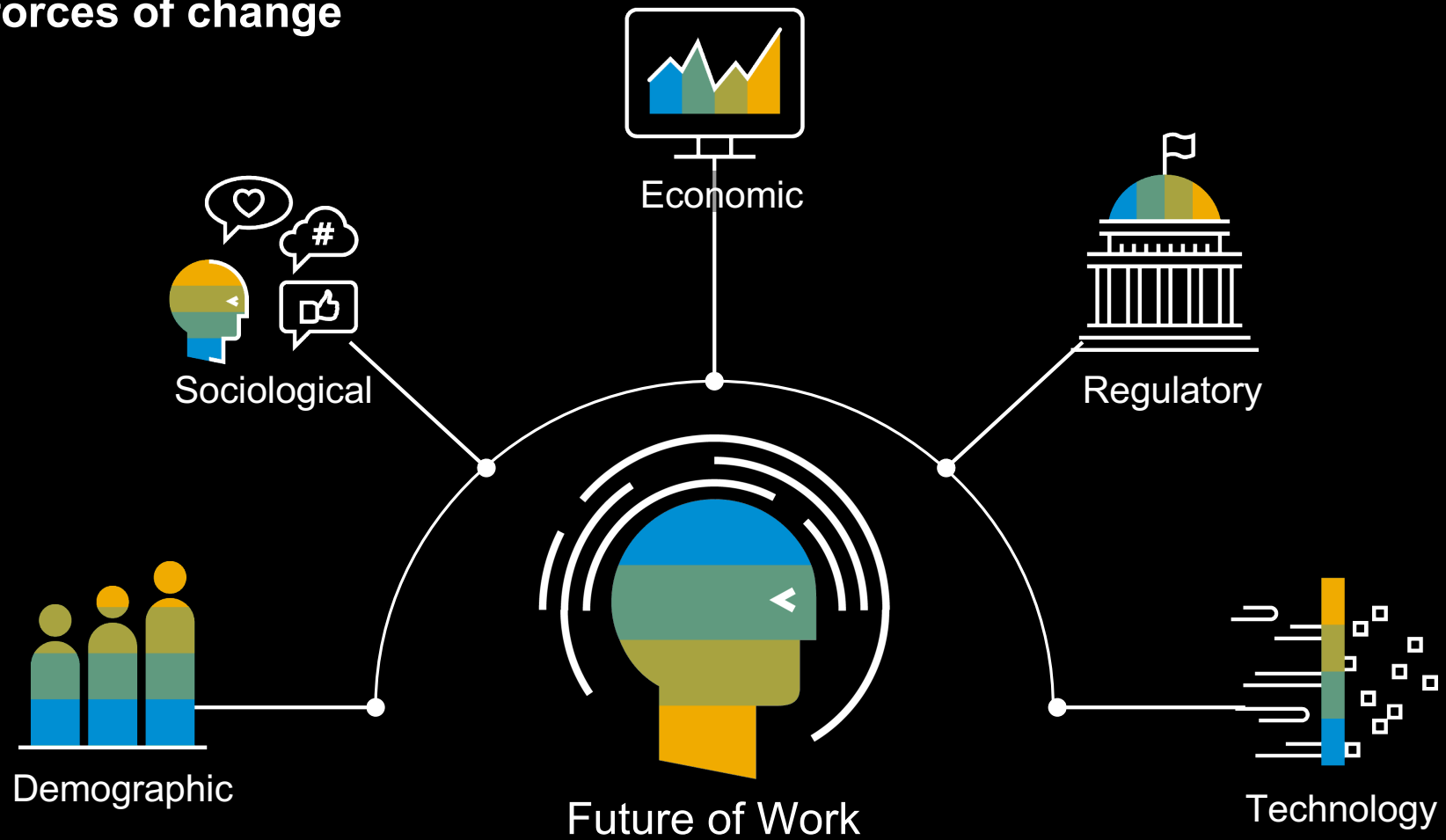


- How employee well-being is critical for the future of work
- The role of organizational well-being culture in employee well-being
- Ways to embed a positive well-being culture through technology
- Key considerations for well-being culture change in organizations

Employee well-being in the future of work

A stylized illustration of a city skyline with a large heart in the center, symbolizing employee well-being. The heart is composed of concentric layers of yellow and orange. The city skyline is drawn with white lines on a black background, featuring various buildings, trees, and people. On the left, a person sits on a bench, and another plays a piano. In the center, two people ride bicycles. On the right, people sit at a table under a striped awning. The overall theme is a harmonious and healthy future of work.

The forces of change



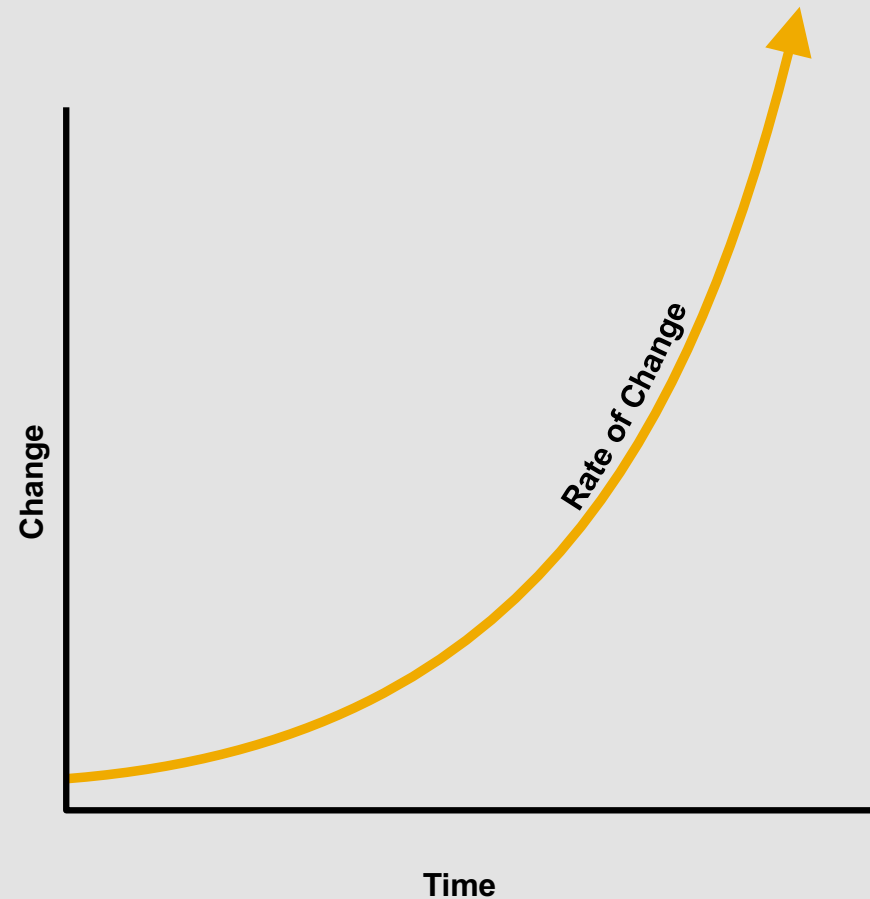
475 BC
**The only
constant
is change**

Heraclitus



2018 AD

**The only constant
is an
ever-accelerating
rate of change**

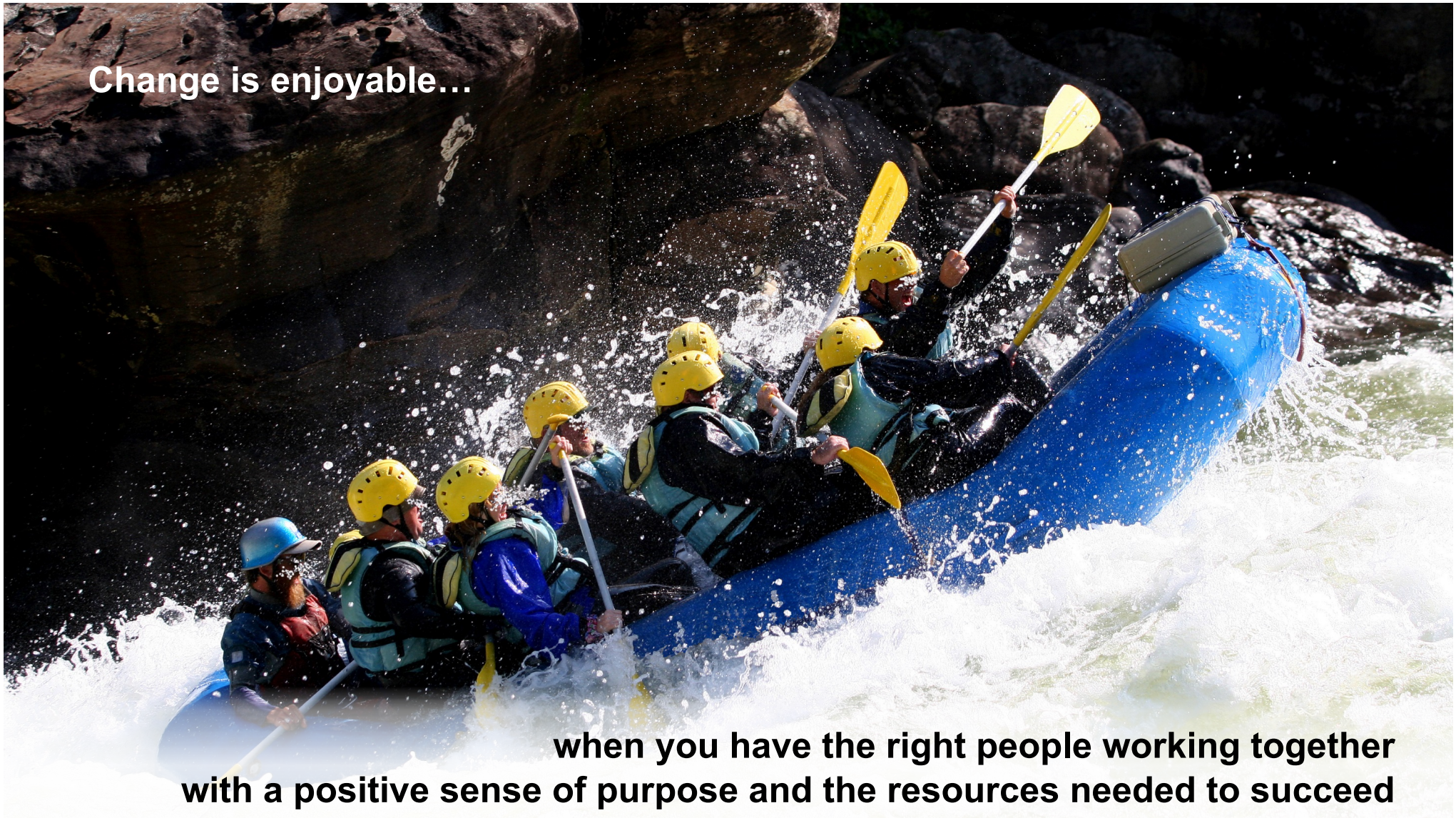


The success of companies requires creating environments where people thrive on change



Change is enjoyable...

**when you have the right people working together
with a positive sense of purpose and the resources needed to succeed**



The psychology of engagement, commitment, and confidence



Achievement: the desire to accomplish meaningful goals

–Purposeful, Knowledgeable, Influential, Efficient

Community: the need to belong to a group that values our contributions

–Collaborative, Appreciative, Inclusive

Security: the confidence that we are safe and cared for

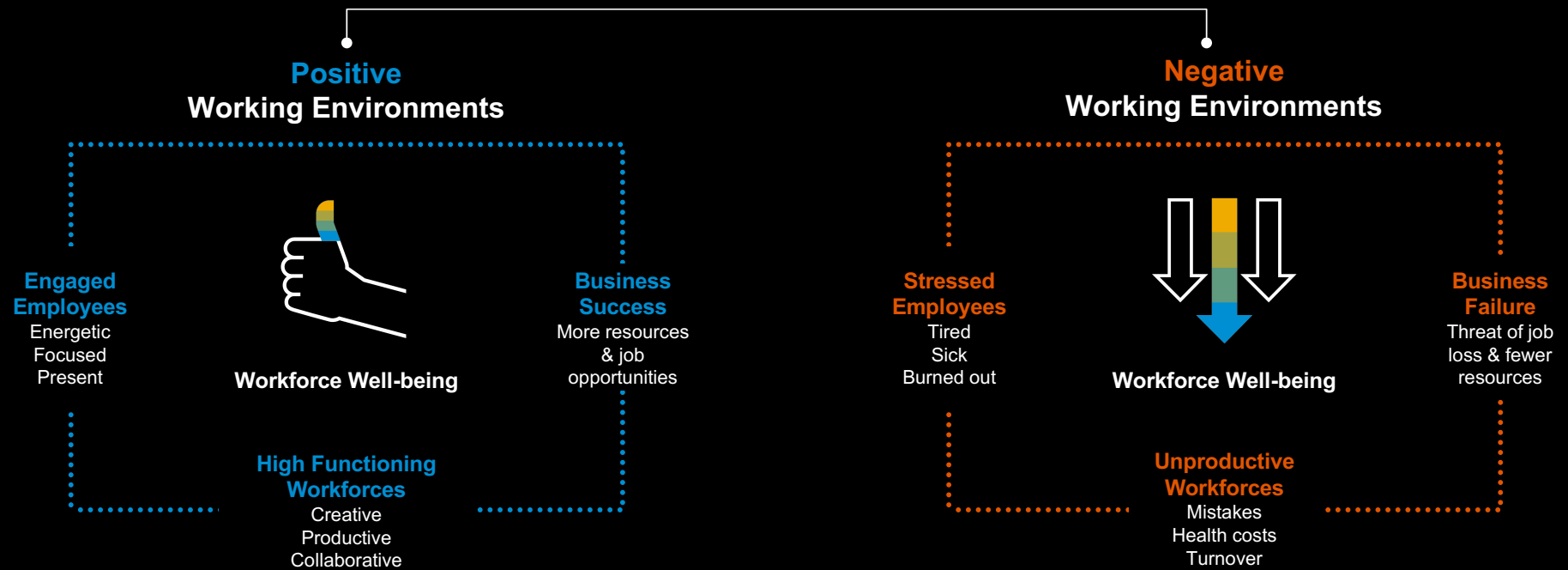
–Supportive



Is your company set up to Thrive or Survive?

Change

Competition | Markets | Technology



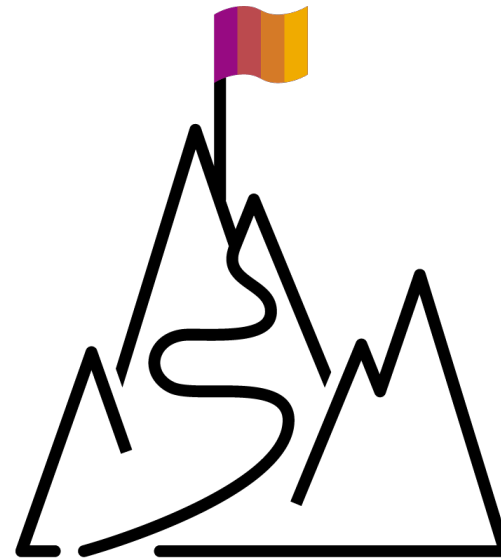
Organizational well-being culture and employee well-being



SAP SuccessFactors Well-Being at Work Initiative



Operationalize a culture of well-being and purpose in organizations to enrich the employee experience and drive peak performance



Employee well-being defined

Well-being is a multi-faceted employee outcome

- My **motivations** (sense of purpose)
- My **resources** (financial, time, energy)
- My **connections** (social well-being)
- My **mind** (psychological well-being)
- My **body** (physical well-being)

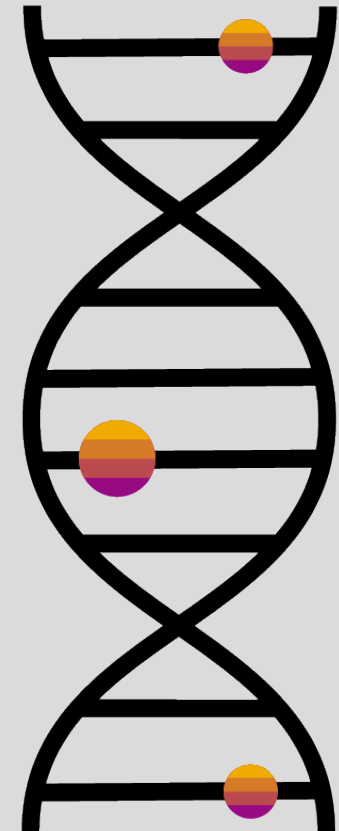


Organizational well-being culture defined

The extent to which **well-being is embedded as an organizational value**, evident through

- well-being strategy, program adoption, and impact measurement
- organizational practices
- work environment
- leadership actions
- team dynamics
- job characteristics

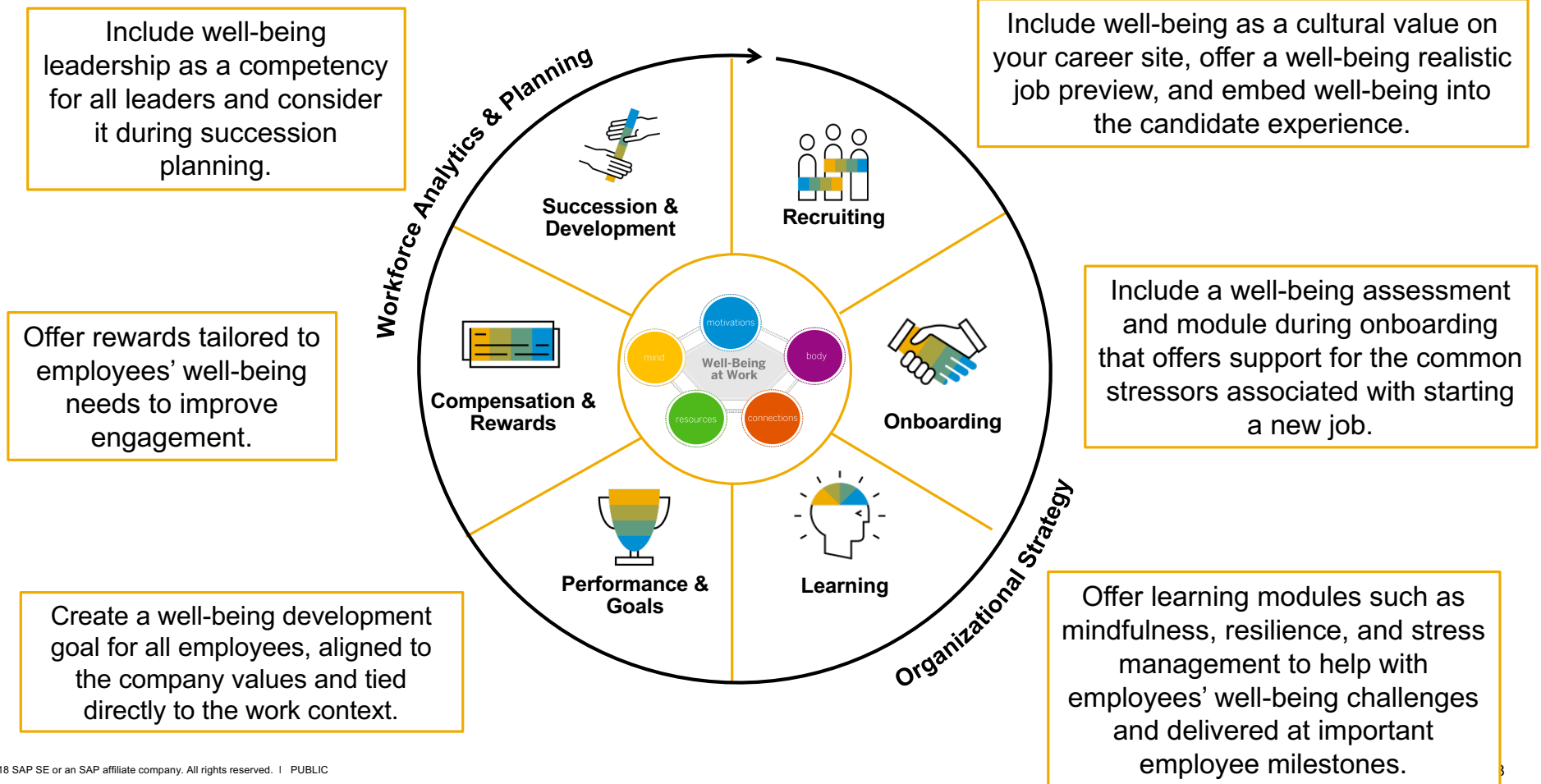
“It’s just the way we do things around here.”



Embedding well-being through technology



Embedding well-being into HCM practices through technology

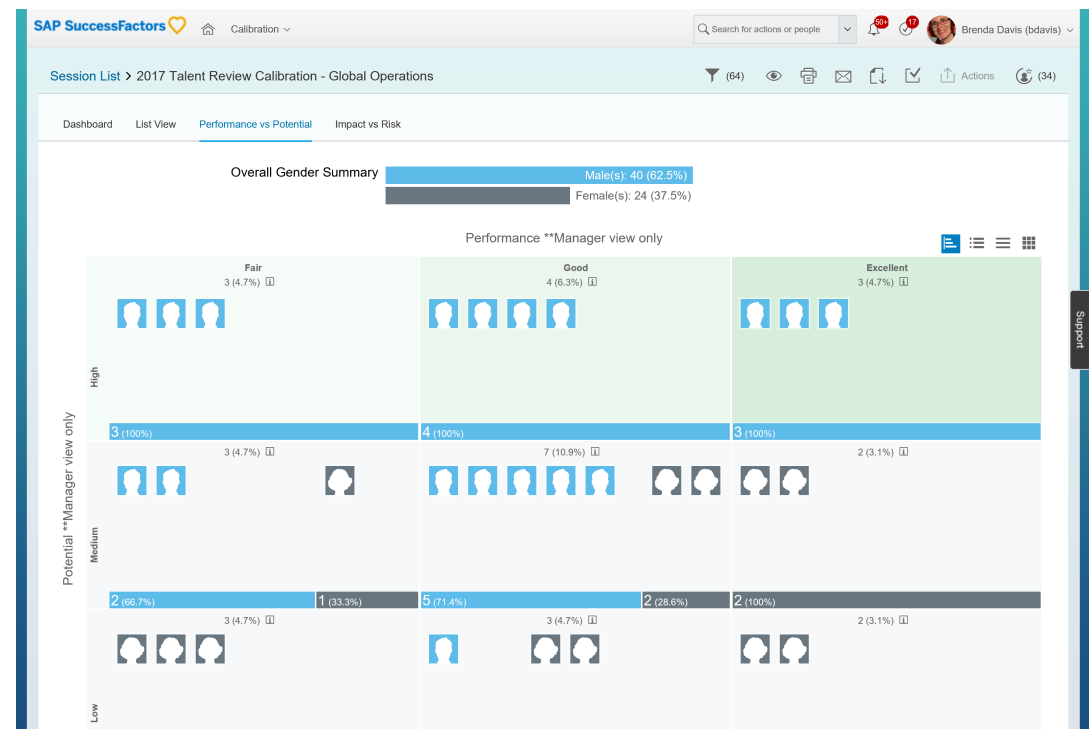


Embedding diversity and inclusivity into HCM practices through technology

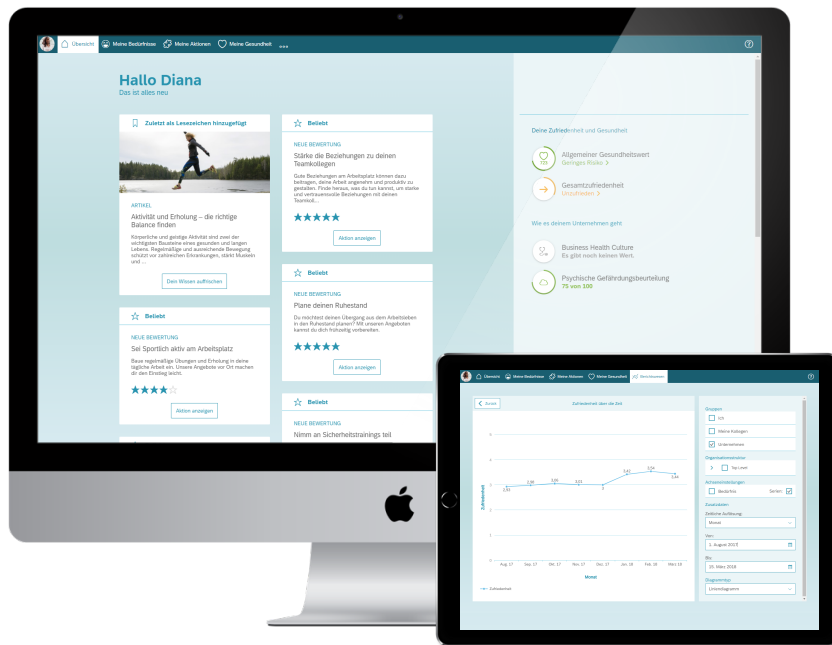


Photo-less Calibration to prevent bias when making talent management decisions

Gender indicators highlight possible bias by showing us how we are rating individuals of different genders



Providing personalized well-being recommendations through technology



Using continuous data collection, **SAP SuccessFactors Work-Life** considers both organizational well-being culture and employee well-being factors to make **personalized recommendations**.

With content from Thrive Global, employers are able to **create a thriving workplace**.

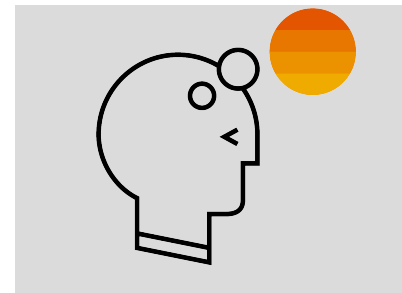
Using intelligent technologies to proactively assess and improve well-being



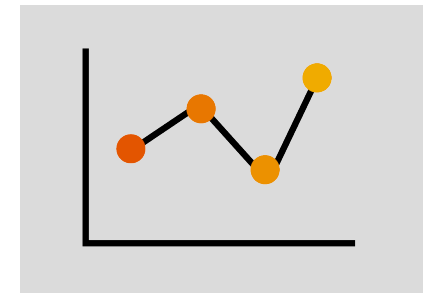
Passive data measurement through current systems to make educated guesses about an employee's well-being



Proactive contact with employee to validate well-being, offer relevant content, and direct them to resources



Machine learning using employee's outcomes to improve future well-being assessments and recommendations

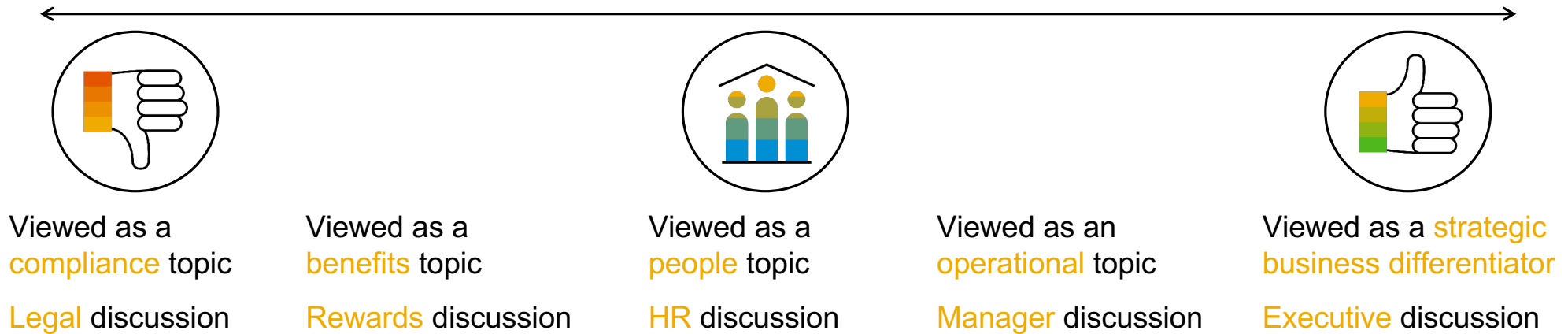


Real-time aggregate well-being insights to inform company strategy, practices, policies, and interventions

Fostering well-being culture change

A stylized illustration of a city skyline with various buildings, trees, and people engaged in different activities like sitting on a bench, riding a bike, and playing a piano. A large, multi-layered heart shape is prominently displayed in the center, symbolizing the core focus on well-being and culture change.

Taking well-being culture maturity into consideration



Evaluating Well-being Culture Maturity

Tangible: What well-being resources (programs, campaigns, content) do you provide to employees? To what extent are these enabled by technology?

Cultural: At what level in your organization is well-being discussed? How is well-being talked about in the company?

Operational: To what extent is well-being a part of your strategy and embedded into how the business is run?

Resources

- [Creating Resilient Cultures: Why Businesses Need to Invest in Employee Well-being](#)
- [Embedding well-being into your current HCM practices](#)
- [Creating Digital Ready Organizations: Growing companies that thrive on change](#)



Thank you

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