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SAP SuccessFactors 

DeXtera
HUMAN EXPERIENCE 

From the management of human
talent to the true human experience.

How to evolve from Human Capital Management (HCM) to Human Experience Management (HXM)?

Business leaders must seek solutions that support seamless, personalized interactions that provide seamless and dynamic experiences for people, teams, and their organization.

Everything from core human resources to recruiting, onboarding, learning, development, succession planning, workforce analysis, employee experience management, performance and goals, and payroll, they should be linked in continuous and easy experiences that are beneficial to employees. They should also offer interfaces that are easy to use and navigate and that have a positive impact on productivity. The result is a motivated and engaged workforce that contributes directly to specific business results.



Transform traditional Human Resources processes **into extraordinary experiences for your collaborators.**



1. Attract and retain the best talent:

Organizations understand that employees place a greater emphasis on commitment and overall work experience.



44%

are looking to improve their employees' work-life balance.¹



37%

believe that attracting and retaining the best talent is crucial to gaining a competitive advantage.²

Results obtained:



2. Help the collaborators to grow and succeed together:

Leverage the best of HCM with HXM to create truly dynamic, engaging, and people-centric experiences.



60%

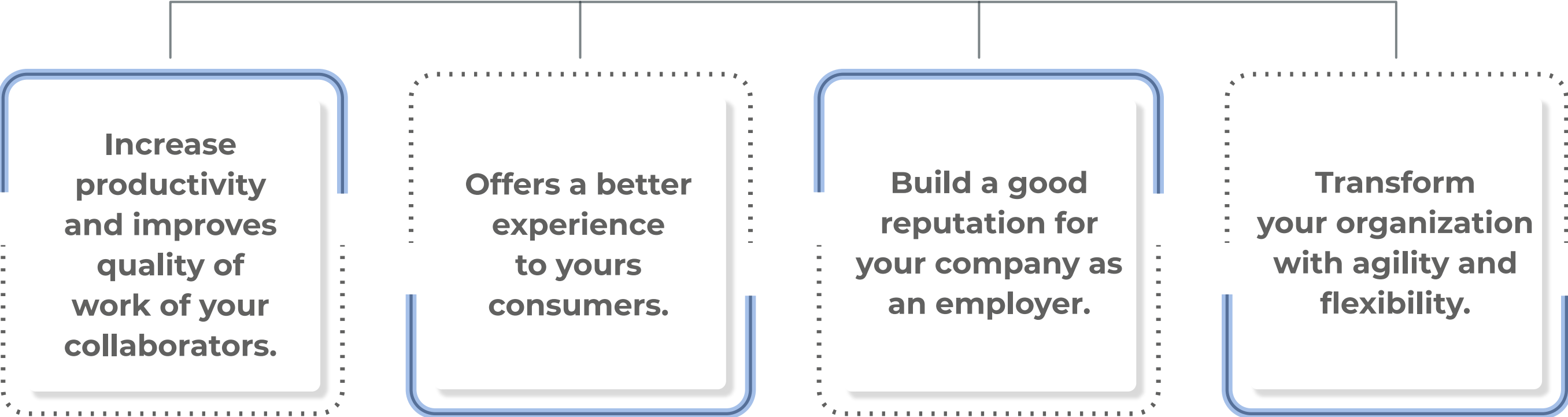
of 2,000 companies will actively monitor and manage their employees' experiences in 2021.³



95%

of businesses will have incorporated new digital KPIs by 2023.⁴

Results obtained:

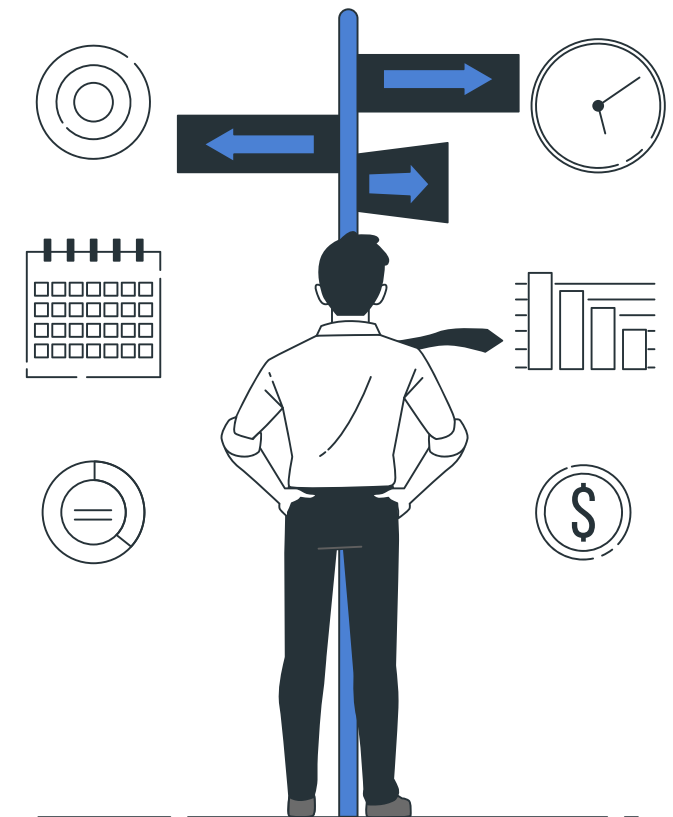


3. Human Resources and all business areas



50%

of global respondents said that building a strategy focused on digital skills and capabilities was a key challenge for them.⁵



45%

of organizations worldwide are making strategic, organizational, technological and financial decisions. This will prepare them to digitally transform their company for years to come.⁶

Results obtained:



Companies that focus on employee engagement get:⁷



17%

more
productivity



3

times more revenue
per employee



40%

less
rotation



84% of leaders point to employee experience as a top priority, but only **9%** believe they are ready to tackle the issue.⁸

Although organizations are focusing more on the experience of employees, they don't feel equipped to address it, many know the problem but few know how to face a solution. **And now more than ever, traditional approaches to employee experience just aren't enough.**

Most organizations have more data than ever to help identify and solve problems, **the answer is not more data**, it's actually a different kind of data, and what you do with it makes the difference.



O-Data:

They're generous and transactional HR data, such as defections, hires, or training percentages. They say it's happening in your organization.

X-Data:

It's the human factor data, beliefs, emotions, and intentions that tell you why employees are leaving the organization or why candidates are rejecting offers.

Organizations can't change the employee experience until they combine O-data and X-data to truly understand the what and why.

With SAP HXM you can completely reinvent the experience of people and equip the organization with the tools to continuously listen to employees and understand where there are improvement gaps and, most importantly, act on the basis of knowledge to create a great employee experience, anytime, anywhere.

HXM helps create meaningful employee experiences and build a highly motivated workforce in sync with our corporate goals.

A software for creating meaningful, end-to-end experiences that are completely tailored for the individual - how they behave, how they work, and what they need to feel connected and productive.

Human capital management (HCM) as we know it today is no longer sufficient by itself to meet the expectations of employees. We should care as much, or more, about our employees as about our customers, it's the core business asset whose value can be maximized through investment and strategic management, just like any other asset within the company.



This means redesigning end-user experiences across the entire HR ecosystem, getting things done faster, more agile, and easier.

Today it's urgent to change the way people experience the world of work.

This is the era of human experience management.



1,2. IDC Future of Work survey, quoted in 7 below.

3,4. IDC research, quoted in 7 below.

5,6. IDC DX Executive Sentiment Survey, quoted in 7 below.

7. Gallup: Dismal Employee Engagement Is a Sign of Global Mismanagement.

8. Deloitte: Leading the social enterprise—Reinvent with a human focus

Fuente: Three Ways to evolve from Human Capital Management HCM to Human Experience Management (HXM) - SAP

Welcome to the era of human experience management - Greg Tomb president, SAP SuccessFactors



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We are a consulting company specialized in providing solutions to Human Talent from the hand of SAP SuccessFactors, we have a solution tailored to your organization.

Technological solutions for Human Talent.

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