

plum + SAP SuccessFactors

Plum integrates with SAP SuccessFactors, bringing you an additional dimension of predictive data with the power of AI and Industrial/Organizational Psychology. By measuring talents like adaptability, innovation, and communication, Plum unlocks the potential of your applicants and matches them to roles where they thrive.

WITH PLUM + SUCCESSFACTORS, MAKE YOUR RECRUITING PIPELINE...



PREDICTIVE

Plum's talent data is 4X more predictive than resume data, reducing turnover by 33%



CANDIDATE-FOCUSED

Personalized Plum Profiles provide a consumer-grade candidate experience for every applicant



COLLABORATIVE

Get your hiring team aligned on role requirements in minutes



DIVERSE AND INCLUSIVE

Plum mitigates bias at the beginning of your hiring process

Plum's integration is...

- ✓ Seamless
- ✓ Secure
- ✓ Set-up for SSO
- ✓ GDPR compliant
- ✓ Available in multiple languages

PLUM + SUCCESSFACTORS WORK TOGETHER IN 3 SIMPLE STEPS...

1 Collaboratively identify job needs.



Every time you create a job in SuccessFactors, that job is automatically mirrored in Plum. This is the perfect opportunity to get your team aligned on the role requirements.

Invite expert contributors — such as hiring managers, recruiters, and top performers — to complete the 8-minute Match Criteria Survey and create the competency model for that job.

Plum automatically calculates your competency model based on each expert contributor's responses, aligning all of your stakeholders to the needs of the role.

2 Quantify the potential of all your applicants.



Plum measures human potential through a talent assessment that we call the Plum Discovery Survey. With the Plum Discovery Survey completed, candidates will receive a Plum Profile outlining their top talents, career advice, and opportunities for development, providing a positive candidate experience.

When integrated into SuccessFactors, Plum becomes a stage in your recruiting pipeline. Place the Plum status at the beginning of your SuccessFactors pipeline so that once candidates start applying to the job, they will automatically be invited to complete the Plum Discovery Survey.

3 Match people to jobs where they thrive.



Plum matches your candidates' talent profiles to the talent competency model, generating what's called a Match Score — a numerical value that predicts how successful that individual will be in that role. Plum dynamically updates the Match Scores in SuccessFactors in real time.

Get immediate insight into other roles where a candidate would be a fantastic fit with Plum's Talent Rediscovery feature. When you move that candidate to a new role in SuccessFactors, their Match Score is automatically re-calculated to reflect the new role's competency model.

Quantify Your Talent's Potential
IN THE WORLD'S LEADING HCMS

Ready to supercharge your SuccessFactors recruiting pipeline?
Find out more at plum.io/successfactors