CHAPTER 5

Conclusion

In the preceding chapters of this book we discussed all possible integration scenarios associated with SuccessFactors Recruiting Execution (REC) Suite. SuccessFactors REC provides a built-in integration or the avenue to build integration with other key players in the recruiting industry throughout the recruitment cycle, including sourcing, screening, assessment, interviewing, background checks, and utilizing social media.

In today's IT world, integration is always a taboo for cloud talent management products. There is very limited scope to create new integrations and most of the time it's very expensive to build an integration between a cloud product and a third-party vendor unlike ERP systems. Most cloud systems require another middleware (such as Boomi, HANA and Webservices, etc.) to effectively integrate with another external systems. These middleware systems often come with a high licensing cost and a need for skilled certified resources to implement. SuccessFactors REC stands out as a cloud recruiting solution that already comes with much of these nuts and bolts in the form of built-in integration.

Most of these integrations are from REC's primary module: Recruitment Management (RCM). To recap, here are the integrations we discussed in this book:

5.1   Internal (Cross-Module) Integrations

This was discussed in Chapter 2. The following Integrations were covered in this chapter:

- Recruitment Management (RCM) and Onboarding (ONB)
- Recruitment Management (RCM) and Employee Central (EC)
- Recruitment Management (RCM) and Recruiting Marketing (RMK)
- Recruitment Management (RCM) and SAP On-Premise Integration

In this chapter we discussed some of the cross module integrations, such as integration between one or more modules of Recruiting Execution Suite (REC) among themselves or with other modules of SuccessFactors. We also discussed the integration scenario available between Recruiting Execution Suite (REC) and On-Premise SAP HCM module.

These integrations are the key functionalities that make SuccessFactors Recruiting Execution Suite (REC) stand out as a recruiting solution. Most of the other recruiting and/or applicant tracking systems (ATS) in the market requires the customer to create or develop integration from the scratch to communicate with the same product's other modules or core HCM solution.

Strong built-in integration with core HCM modules such as Employee Central (in the Cloud) and SAP HCM (On-Premise) makes REC a viable product for many organizations where one cohesive process makes the way for another, starting with *a 'Vacancy Created'* and ends with *'Vacancy is filled'* as depicted in **Figure 5.1**.

EC – Employee Central   RCM – Recruitment Management   RMK – Recruiting Marketing   ONB – Onboarding
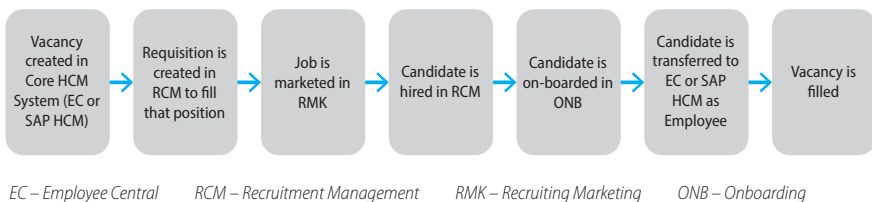
Figure 5.1 REC is a viable product for many organizations where one cohesive process makes the way for another, starting with a 'Vacancy Created' and ends with 'Vacancy is filled.'

CHAPTER 5

5.2   External (Third-Party) Built-in Integrations

I discussed the external third-party integrations in Chapter 3. In this chapter the following integrations were discussed:

- PeopleAnswers
- SHL
- First Advantage (FADV)
- eQuest
- Microsoft Active Directory

Most of these vendors are well known in their areas of business and by providing the built-in Integration with these third-party vendors, SuccessFactors Recruitment Management considerably reduces the manual error (in creating a custom interface with third-party vendors) and significantly increases the pace and time of implementation of SuccessFactors REC suite.

Most of these built-in integrations are already tested by the SuccessFactors Product team together with the vendor's technical product team. These aspects make SuccessFactors a step ahead from its competitors.

5.3   Other Built-in Point integrations with Third-Party Vendors

We discussed these built-in point integrations in Chapter 4. I am calling these point integrations because SuccessFactors Recruiting Execution Suite (REC) only integrates with certain processes/functionalities of these third-party vendors. It doesn't integrate entire SuccessFactors RCM or RMK or ONB module with that specific third-party vendor.

These are the integrations we discussed in this chapter:

- Jobvite
- LinkedIn
- DocuSign

- Facebook

- Xing

- Solique

Social Platform plays a key role in the recruiting industry today. With many recruiters relying on social networks such as LinkedIn, Facebook and Xing to source talent, a built in integration with these key players in social media not only strengthens SuccessFactors Recruiting as a solid product but has the ability to reach out to the modern recruiters (recruiting industry) as a lucrative tool.

Talent acquisition is one of the most significant processes of HR department today. Finding the right talent to play the right role in the organization has a great impact on the growth and measureable objectives of any organization. SAP SuccessFactors Recruiting Execution Suite (REC) stands out in the current market with so many built in integrations with other major players in the recruiting industry and thus providing a unique system to source, engage and hire the world's best talent.

CHAPTER 5