3DRESULTS

IBM Solutions: Integrated Talent Management Strategy

Software leaders SAP and IBM understand that customers want their HR and talent management systems to work seamlessly together, regardless of vendor platform. To support that best-of-breed philosophy, 3D Results® pioneered the cloud-to-cloud integration between SAP SuccessFactors and IBM Kenexa products.

IBM Kenexa Talent Frameworks

IBM Kenexa Talent Frameworks is a detailed, robust resource of independently researched industry-specific job portfolios and profiles. These job profiles and competencies describe core functional and technical skills and proficiency levels supported by learning activities, SMART development goals, coaching tips, performance rating and interview questions.

3D Results designs and implements a SAP SuccessFactors and IBM Kenexa Talent Frameworks architecture that aligns your talent strategy and organizational mission with a goal to reduce operations costs, facilitate regulatory compliance, and attract, retain, and motivate the best talent. Using the integration, all content from Talent Frameworks is easily accessible within SAP SuccessFactors to recruiters, managers, and employees.

IBM Kenexa Assessment on Cloud

In recruiting, where metrics such as time-to-fill and time-to-hire are always top of mind for a talent acquisition leader, it is critical that your team has the right tools. IBM Kenexa Assessment on Cloud delivers a fast, effective method for sifting through large talent pools to determine if an individual has the required skills for a specific job.

The 3D Results integration between IBM Kenexa Assessment on Cloud and SAP SuccessFactors is available on either the Dell Boomi AtomSphere® platform or SAP HANA Cloud Integration (HCI), and will:

- Auto submit assessment requests from SAP SuccessFactors to IBM Kenexa
- Launch the assessment in the flow of the application process
- Update applicant information in SAP SuccessFactors with assessment results in real time

In addition to planning and executing integrations, 3D Results is a reseller of the IBM Kenexa Talent Management Suite.

IBM Kenexa LCMS Premier

A learning content management system (LCMS) is an integrated set of technology that automates all aspects of learning content development and delivery, including authoring, content history, management, testing, assembly, simulations, and more.

With the 3D Results integration connecting the SAP SuccessFactors Learning Management System (LMS) with IBM Kenexa LCMS Premier, organizations gain a collaborative environment that automates the feedback loop between learners and courseware developers. It also enables the reuse of learning assets by providing an easy way to update content once and have the change propagated everywhere the content is used.

Data Science as a Service (DSaaS)

DSaaS from 3D Results is a combination of expertise and services that optimizes an organization's use of any analytics solution, including IBM Kenexa Talent Insights, and our data visualization and people analytics platform, 3DR Cube.

The combination of the right tools at the right time, with innovative thinking and ongoing service ensures stakeholders get the right answers to their pressing business questions. Our team of Data Science experts has the knowledge and the skills required to help our clients create a relevant, valid, compelling, and sustainable analytics function.

ABOUT 3D RESULTS

3D Results® provides consulting and data science as a service for SAP SuccessFactors and IBM Kenexa HCM suites. Our Process on Purpose® methodology ensures a successful implementation while connecting data and aligning systems with talent strategy. Our experienced, practitioner professionals offer a consultative style that delivers Results on Purpose®.

3DRESULTS®

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