

The 2025 Guide to Maximizing SAP SuccessFactors

*Accelerate Adoption, Engagement & Recognition
through Semos Cloud Integration*

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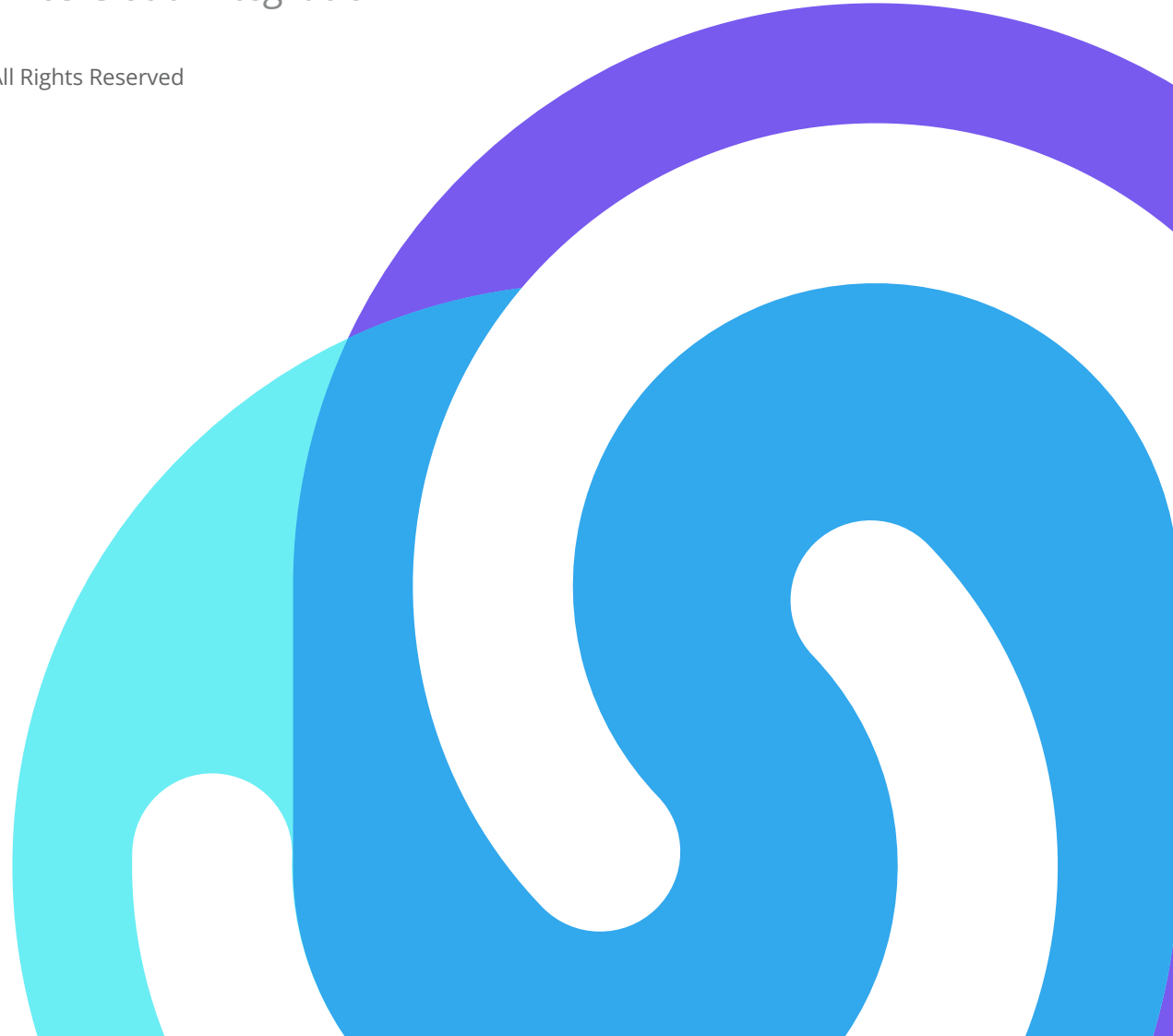
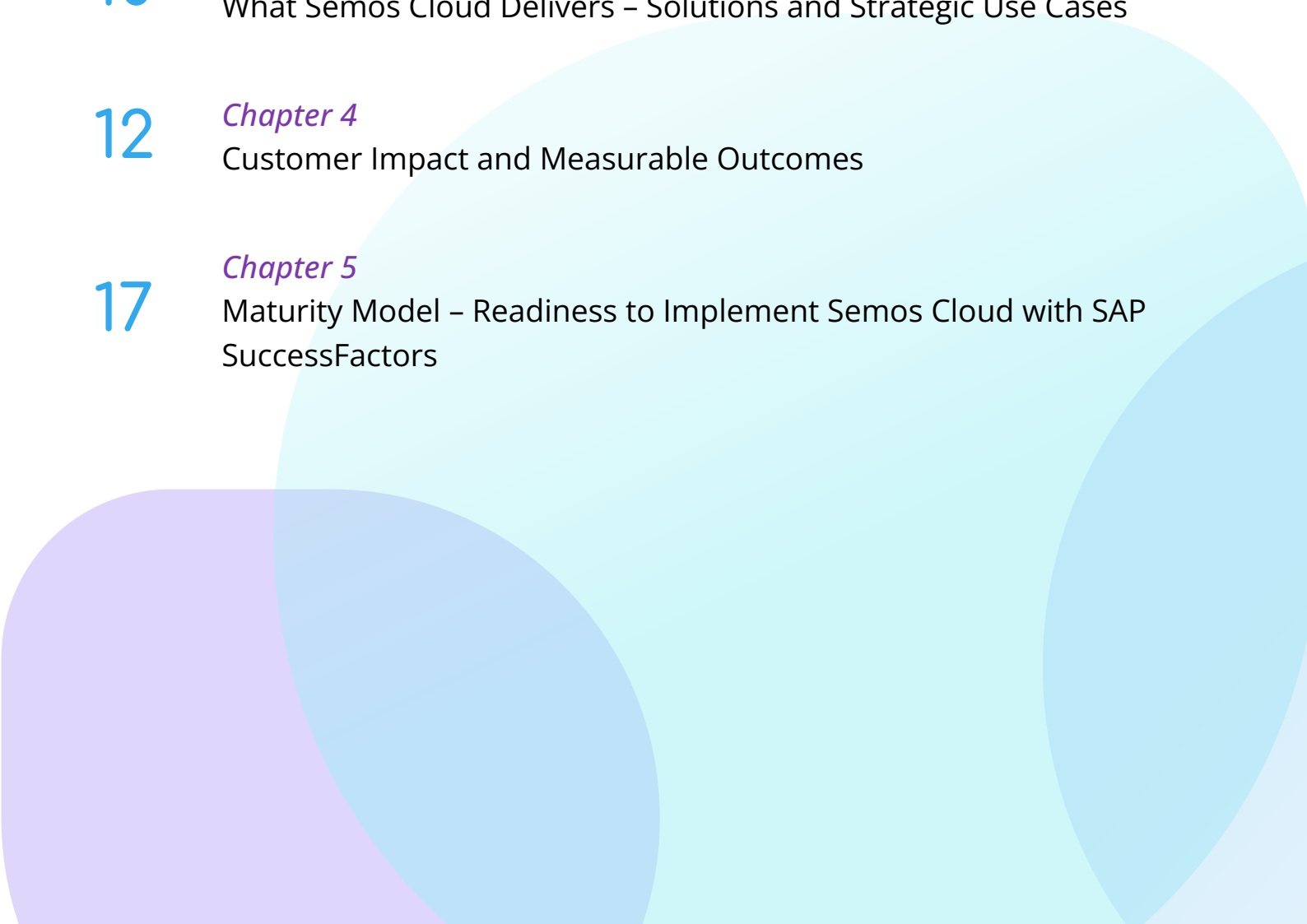


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Introduction

SAP SuccessFactors provides a powerful platform for managing the employee lifecycle. It delivers excellence in core HR processes, talent management, performance tracking, and compliance.

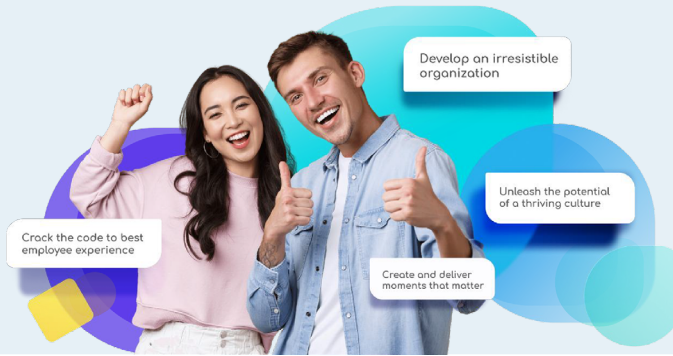
But in enterprise environments, organizations often find that administrative systems alone are not enough to meet rising expectations around employee engagement, communication, and recognition.

Semos Cloud is designed to bridge this gap.

Built on SAP Business Technology Platform and certified for native integration with SAP SuccessFactors, Semos Cloud provides a modular suite of solutions that enhance the everyday employee experience without requiring middleware, third-party implementation, or manual processes.

Semos Cloud Team

Chapter 1



A New Level of Value from Your SAP SuccessFactors

Without a dedicated experience layer, even well-configured SuccessFactors environments often face several persistent challenges.

- ♦ *Recognition efforts are inconsistent and dependent on individual managers*
- ♦ *Feedback is infrequent and often limited to annual reviews*
- ♦ *Internal communication relies heavily on email, with limited targeting*
- ♦ *Total rewards information is spread across disconnected platforms*
- ♦ *Managers lack the tools and data to effectively engage their teams*

Why Experience Must Be Intentional

Companies that intentionally invest in employee experience outperform those that focus only on operations and compliance. The reason is clear. Engagement and emotional connection drive performance, loyalty, and retention. Consider the following insights from leading HR researchers:

- ♦ *More than 75 percent of employees say feeling recognized makes them more productive ¹*
- ♦ *Organizations with strong internal communication are more than three times as likely to outperform their competitors ²*
- ♦ *Companies that promote real-time feedback have lower turnover and more engaged teams ³*
- ♦ *Employees who understand their total compensation are significantly more satisfied and less likely to leave ⁴*

Semos Cloud transforms the way employees interact with the SAP ecosystem by embedding recognition, communication, feedback, and rewards into everyday moments.

1. The Importance of Employee Recognition: Low Cost, High Impact, Gallup, 2024

2. Unlocking organizational communication: Five ways to ignite employee engagement, McKinsey & Company, 2024

3. 2025 Global Human Capital Trends, Deloitte, 2025

4. 2023 - 2024 Inside Employees' Minds study, Mercer, 2024

From Operational To Transformational

Organizations rely on SAP SuccessFactors to manage structured HR processes. Semos Cloud complements this by introducing intelligent, personalized, and employee-facing features that drive higher engagement and value realization across the workforce.

Table 1: From Operational To Transformational

CAPABILITY	SAP SUCCESSFACTORS	SAP+ SEMOS CLOUD
Recognition	Team-driven, often manual	AI-personalized, automated, value-linked
Communication	Available through Work Zone	Targeted, mobile-ready, enterprise-scale
Feedback	Incomplete and inconsistent	AI-assisted, structured, embedded in workflows
Rewards Visibility	Fragmented across systems	Unified Total Rewards Portal inside SAP

This Is Why We Created This Playbook

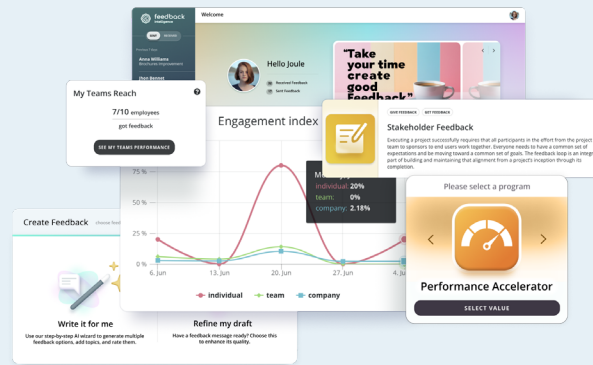
This playbook was developed to help SAP customers unlock the full potential of their SuccessFactors investment by building a scalable and measurable employee experience strategy on top of it.

Here is what you will find inside:

- ♦ *A strategic framework that explains why experience matters and how to deliver it*
- ♦ *Clear examples of how Semos Cloud integrates with specific SAP modules*
- ♦ *Real customer use cases that illustrate what is possible across industries*
- ♦ *Diagrams that map integration architecture, employee lifecycle impact, and data flows*
- ♦ *An assessment model and diagnostic tool to help you assess your organization's readiness*
- ♦ *A shared language for HR and IT teams to align on priorities and success metrics*
- ♦ *Insight into how SAP itself uses Semos Cloud to address internal experience challenges*

Whether your goal is to improve the adoption of SAP modules, increase engagement and retention, or deliver more personalized experiences to employees, this playbook is here to guide your next step.

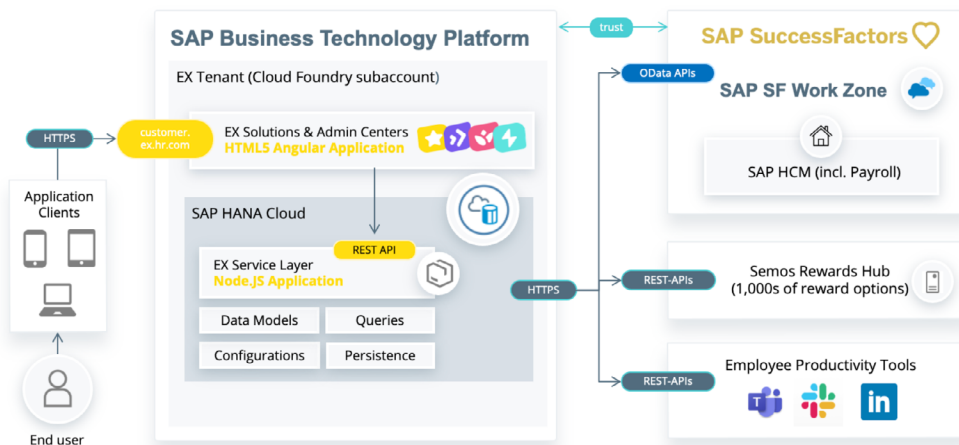
Chapter 2



A Strategic Foundation for Connected Employee Experiences

A truly connected employee experience begins with data. SAP SuccessFactors is the system of record for workforce-related activities, but its full potential is unlocked when data flows into personalized, meaningful employee experiences. Semos Cloud integrates natively via SAP Business Technology Platform to activate these moments across the employee lifecycle in real time, with no middleware required.

Advanced EX Solutions with Certified and Prepackaged Integration



SAP Certified Functions: •HTML5/SAPUI5 Application running on SAP Extension Suite • Integration with SAP SuccessFactors • Built for Multi-Cloud • Multitenancy Enabled • Functional Test Steps

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Built Natively on SAP Business Technology Platform

Semos Cloud is developed natively on [SAP Business Technology Platform \(SAP BTP\)](#), which allows seamless integration with SAP SuccessFactors through secure, scalable, and real-time APIs. This architecture ensures that all experiences created through Semos Cloud are fully synchronized, personalized, and embedded within SAP environments. There is no middleware, batch syncing, or file-based integration required.

Recognized for Excellence: SAP Spotlight+ Designation

What Is Spotlight+?

The SAP Spotlight+ designation is awarded to select partner solutions that show outstanding alignment with SAP's strategic priorities. It recognizes products that are natively built on SAP

Business Technology Platform, seamlessly integrated into SAP SuccessFactors, and deliver measurable value to enterprise customers.

Why It Matters

Spotlight+ signals to customers that a partner solution is not only technically certified but also commercially successful and operational at a scale. For organizations using SAP, it provides confidence that the solution is optimized for their landscape, secure by design, and ready to extend the power of their existing SAP investment.

Why Semos Cloud Earned It

Semos Cloud was [awarded the Spotlight+ designation](#), which delivers intelligent employee experiences directly inside SAP SuccessFactors. With proven enterprise adoption, deep BTP integration, and measurable business outcomes, Semos Cloud exemplifies what it means to be a strategic SAP partner driving next-generation employee experience.

Integration Process Overview

[Integration between Semos Cloud and SAP SuccessFactors](#) is accomplished through four core steps:

1. *Single Sign-On (SSO) configuration with SAP Identity Authentication Service (IAS) or third-party providers like Azure AD.*
2. *Creation of a technical SAP API user with ready access to the required employee and organizational data fields.*
3. *Configuration of integration destinations within SAP Admin Center to establish a secure connection.*
4. *Creation of test users to validate end-to-end data flows and platform behavior.*



Core Data Synchronization Touchpoints

Semos Cloud modules interact with the following SAP SuccessFactors modules to enable seamless experiences:

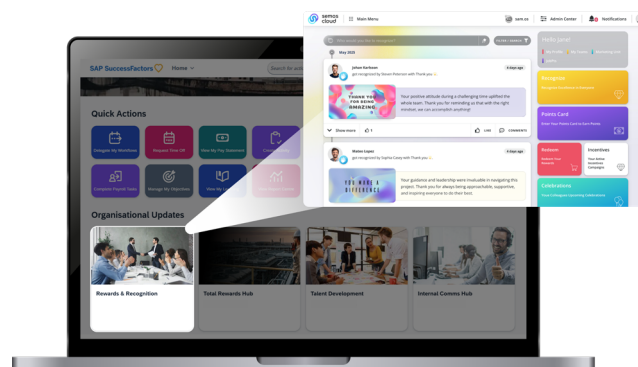
Table 2: Core Data Synchronization Touchpoints

SEMOS CLOUD MODULE	SUCCESSFACTORS MODULE	INTEGRATION PURPOSE
Recognition & Rewards	Employee Central	Uses employee master data for recognition automation
Rewards	Employee Profile	Pushes recognition data back into the Employee Profile tile
Total Rewards Hub	Compensation	Displays real-time compensation data in a unified view
Total Rewards Hub	Benefits (external)	Aggregates third-party data with SAP-native values
Employee Communications	Work Zone / Org Data	Enables targeted messages to employees by role, location, or function
Feedback Intelligence	Performance & Goals	Provides AI-generated feedback within formal review workflows
Manager Agent	All Core Modules	Uses data across modules to proactively support manager effectiveness

Unlock Value

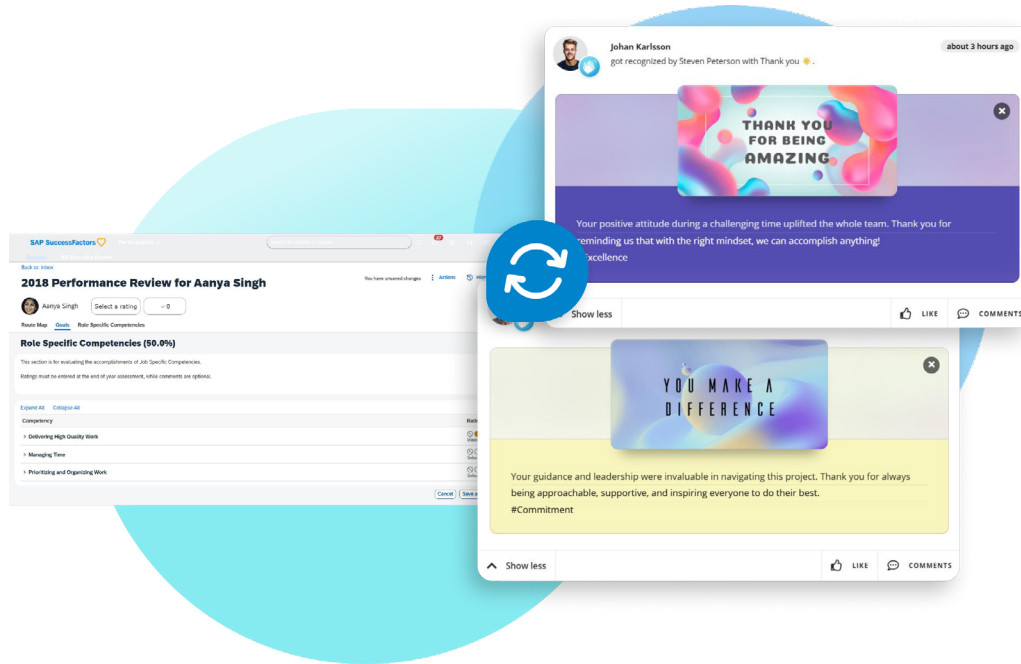
In-the-Flow Access for Users

All Semos Cloud modules are embedded within the SuccessFactors homepage. Each solution appears as a clickable tile within the Organizational Updates section or opens as a pop-up, fully authenticated through Single Sign-On. This frictionless experience ensures that employees and managers can engage with the tools without navigating away or entering separate credentials.



Pushing Recognition into SAP Employee Profile

Using [Total Rewards](#), Semos Cloud can push real-time recognition records back into the SAP Employee Profile, visible under the “My Awards” section. This is enabled through scheduled synchronization jobs and API connectivity, allowing recognition to become part of the formal employee record. Attributes sent include a recognition message, the type (monetary, anniversary, or nomination), and the date of acknowledgment.



Callout Concept: What HR Sees vs. What Employees Experience

Table 3: What HR Sees vs. What Employees Experience

WHAT HR SEES	WHAT EMPLOYEES EXPERIENCE
"I see dashboards, budget controls, and engagement metrics."	"I feel seen and appreciated for my work."
"I can automate recognition workflows by region or tenure."	"I receive recognition that feels timely and personal."
"I manage compensation visibility through one unified hub."	"I understand my total compensation and benefits clearly."
"I get real-time alerts when feedback is missing."	"I get feedback and coaching that helps me grow."
Employee Communications	Work Zone / Org Data
Feedback Intelligence	Performance & Goals

Security, Compliance, and Performance Standards

All integrations meet SAP’s highest security and [data privacy requirements](#). Employee data is encrypted in transit and at rest, authentication is handled via secure SSO, and platform availability is ensured through redundant deployment across SAP-certified data centers.

Semos Cloud supports    compliance as part of its enterprise-grade offering.

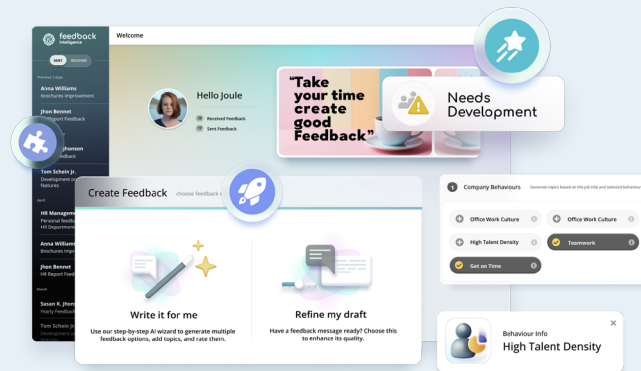
Integrated vs. Traditional Experience Comparison

Table 4: Integrated vs. Traditional Experience Comparison

EXPERIENCE AREA	WITHOUT SEMOS CLOUD	WITH SEMOS CLOUD INTEGRATION
Recognition	Manual, sporadic, email-based	Automated, personalized, in-the-flow
Communication	Static bulletins, email overload	Targeted, role-based, omni-channel
Performance Feedback	Infrequent, unstructured	AI-guided, timely, embedded
Learning	Low engagement, no reward	Gamified, incentivized, social
Compensation Transparency	Annual statements only	Always-on Total Rewards view

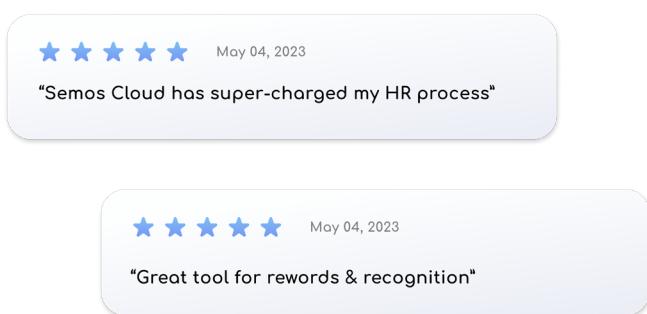


Chapter 3



What Semos Cloud Delivers – Solutions and Strategic Use Cases

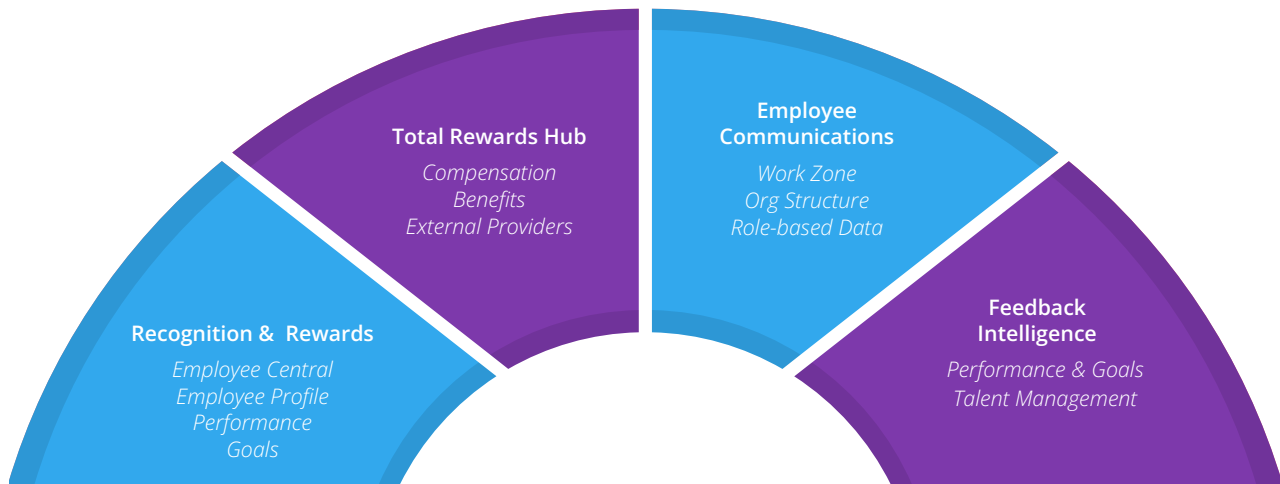
Semos Cloud offers a modular employee experience platform that complements SAP SuccessFactors by activating key moments across the employee lifecycle. Each solution integrates natively with SAP systems and [addresses specific gaps](#) in communication, recognition, performance, and development while enabling HR and business leaders to deliver measurable impact at scale.



Semos Cloud Solution Modules and Key Capabilities

Table 5: Semos Cloud Solution Modules and Key Capabilities

SOLUTION MODULE	STRATEGIC FOCUS	SAP INTEGRATION POINTS
Recognition & Rewards	Reinforce culture and values at scale through peer and leader-led recognition	Employee Central, Employee Profile, Performance & Goals
Total Rewards Hub	Provide transparency and personalized views into all elements of employee compensation	Compensation, Benefits, External Providers
Employee Communications	Deliver targeted, multi-channel messages to all employees, including deskless	Work Zone, Org Structure, Role-based Data
Feedback Intelligence	Enable continuous, AI-guided feedback linked to development and performance	Performance & Goals, Talent Management



Strategic Use Cases Across the Employee Lifecycle

1

Onboarding and Early Engagement: Automatically trigger welcome messages, peer recognitions, and onboarding content through the Communications module linked to Employee Central. HR ensures every new hire receives tailored, timely content across mobile, email, and Work Zone.

2

Performance Development: As employees receive feedback or hit milestones in SAP Performance & Goals, Semos Cloud enables timely recognition, structured AI-powered feedback, and coaching guidance. This drives adoption of the performance system and ensures higher quality inputs.

3

Continuous Learning and Growth: Learning completions are tied to reward milestones. Through real-time integrations with SAP Learning, Semos Cloud creates visible recognition and incentives for completing training programs.

4

Recognition-Driven Culture: Peer-to-peer and top-down recognitions are embedded into everyday workflows, linked to performance, milestones, and goals, creating a consistent culture of appreciation.

5

Total Rewards Transparency: Employees access a real-time dashboard that combines salary, bonuses, health benefits, long-term incentives, and perks powered by SAP Compensation data and enriched by third-party integrations.

These use cases demonstrate how Semos Cloud not only complements SAP SuccessFactors but also makes it more visible, accessible, and impactful in the day-to-day employee experience.

Chapter 4



Customer Impact and Measurable Outcomes

Semos Cloud is not a conceptual extension of SAP SuccessFactors; it is a proven enabler of business value. In this chapter, we outline how leading organizations have translated native Semos Cloud integrations into measurable HR and business outcomes. From employee engagement and system adoption to operational efficiency and budget optimization, the results reflect a clear return on investment.

Trusted by Teams Like Yours – Here is Why:



SAP (Internal)

Solution Focus

Global Recognition + EC Integration

Outcome

100,000+ employees engaged through SAP Appreciate

Value Delivered

Increased adoption of SuccessFactors and peer recognition



A global manufacturing company

Solution Focus

Performance & Goals + AI Feedback

Outcome

Faster, higher-quality performance reviews

Value Delivered

2x feedback completion, higher manager participation



A multinational retailer

Solution Focus

Employee Communications + Work Zone

Outcome

Reached 100% of the deskless workforce

Value Delivered

Improved policy compliance and employee engagement



A large North American energy provider

Solution Focus

Total Rewards + SAP Compensation

Outcome

Unified rewards view across systems

Value Delivered

Reduced HR queries, improved rewards understanding



A public sector utility company

Solution Focus

Recognition & Rewards Automation

Outcome

Structured, in-flow recognition adoption

Value Delivered

35% savings on program spend, higher visibility



A construction enterprise

Solution Focus

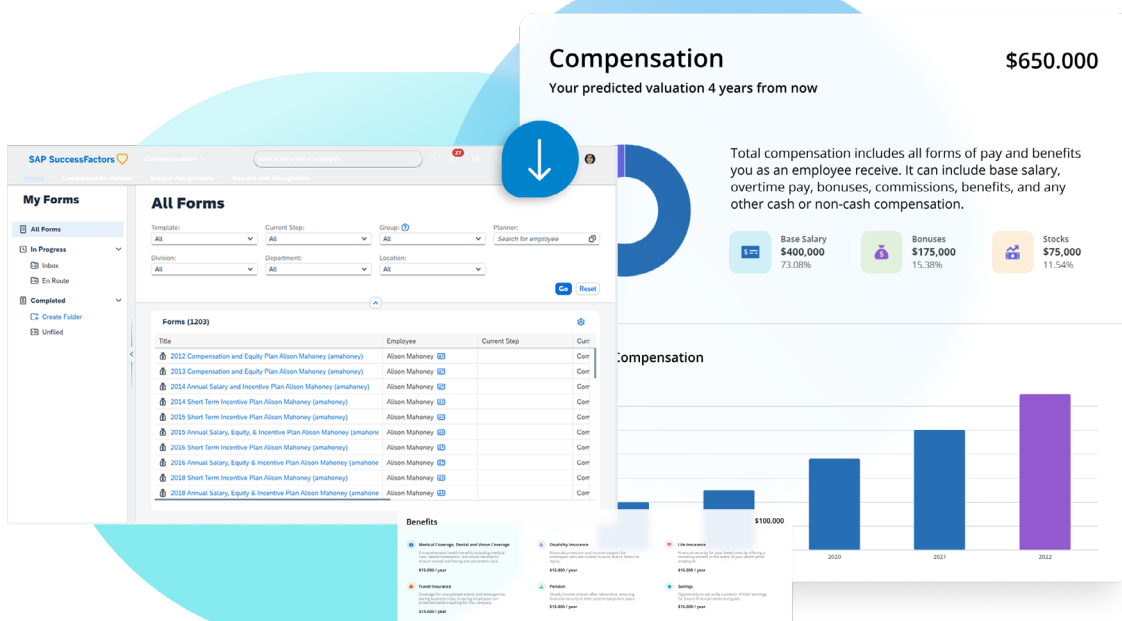
Recognition Adoption

Outcome

Achieved 90% program engagement rate

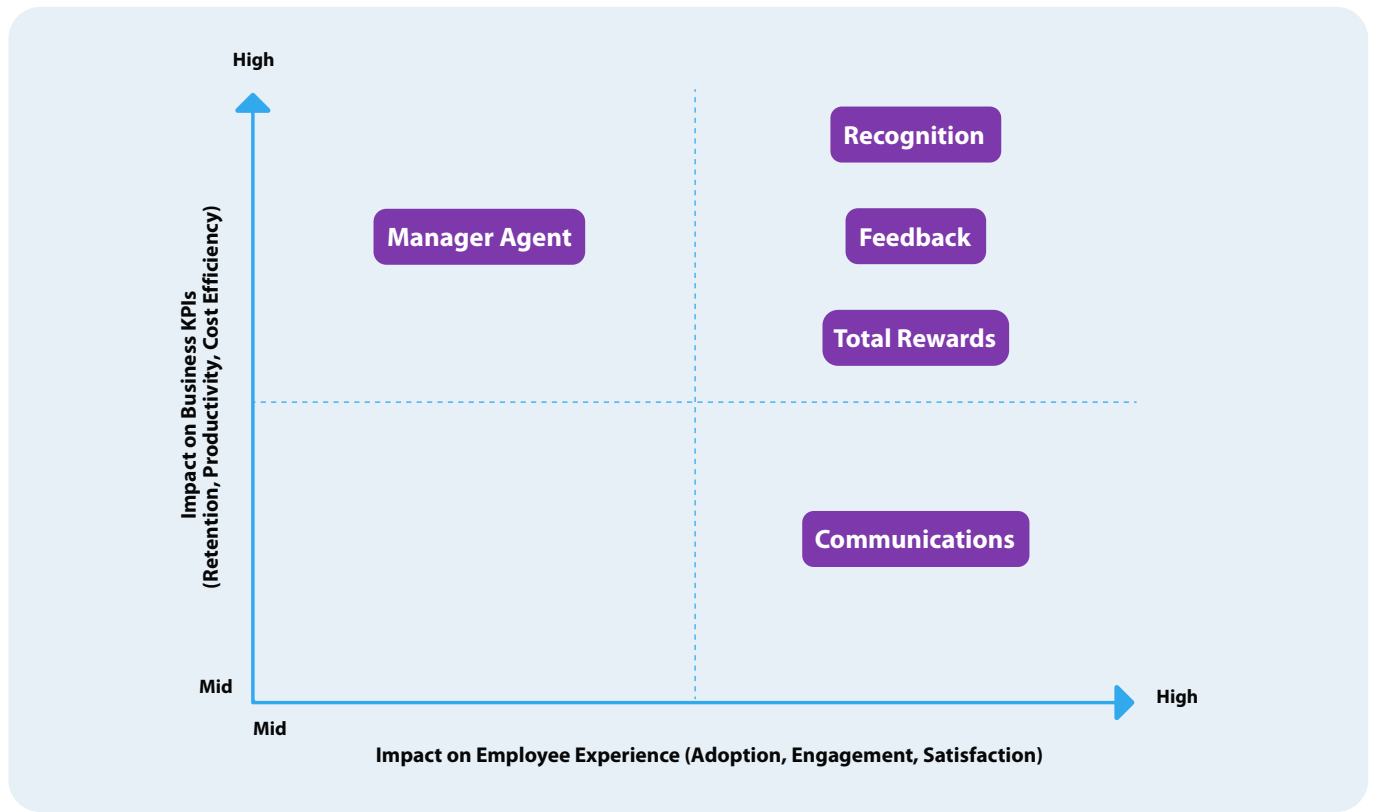
Value Delivered

High system adoption, improved morale



Employee Experience Value Framework

To illustrate the strategic impact across multiple dimensions, the following matrix outlines where Semos Cloud modules drive outcomes.



Quantified Value Summary

- ♦ 35% reduction in recognition spend via platform consolidation and budget visibility
- ♦ Up to 90% engagement in recognition programs (a construction enterprise)
- ♦ 2x improvement in performance feedback completion (a global manufacturing company)
- ♦ 100% comms reach to frontline workforce (a multinational retailer)
- ♦ Fewer HR support tickets related to rewards inquiries (a large North American energy provider)

These results demonstrate that Semos Cloud is not only an enhancement to SAP SuccessFactors but a multiplier of its business value.

Ready to See What We Can Do for Your Success?

Business Impact That Goes Beyond HR

The strategic benefit of integrating Semos Cloud with SAP SuccessFactors is in its ability to [transform employee experience](#) into a lever for measurable business results.

Semos Cloud is already used internally by SAP to power its global recognition program for over 100,000 employees. This is not just a solution designed to sit alongside SuccessFactors, it is embedded in the way SAP runs its own people programs.

The Challenge



With over 100,000 employees globally, SAP needed a scalable way to increase employee engagement and motivation. While recognition was seen as a critical lever, existing methods were fragmented and lacked integration with core HR systems.

SAP sought a solution that could:

- ♦ **Make recognition more engaging and visible across teams**
- ♦ **Maintain secure, centralized employee data**
- ♦ **Align recognition with payroll and performance processes**

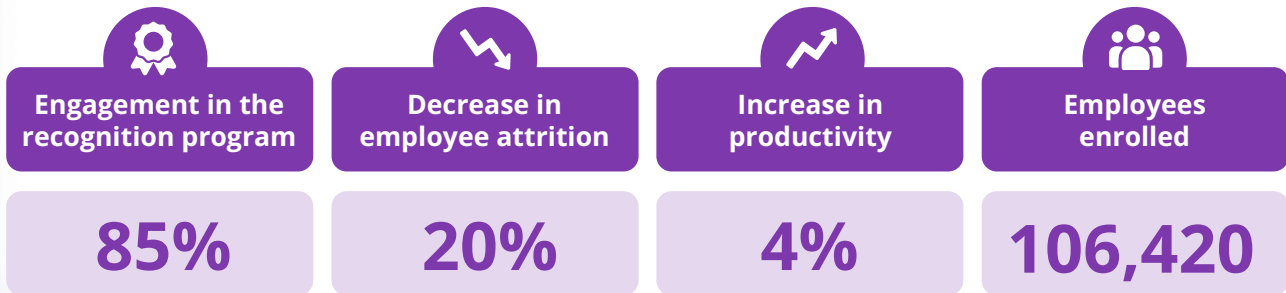
The Solution

SAP implemented Total Rewards, a recognition and rewards platform natively integrated with SAP SuccessFactors, SAP Cloud Platform, and SAP S/4HANA. The program enabled scalable peer-to-peer recognition, automated reward distribution, and actionable insights through SAP HANA-powered analytics.

Why SAP chose JobPts

- ♦ **SAP-native extension with no middleware required**
- ♦ **Data privacy and security are hosted in SAP data centers**
- ♦ **Governance-ready approval workflows**
- ♦ **Unified reporting across recognition, performance, and rewards**
- ♦ **Seamless fit within SAP's existing HR technology ecosystem**

The Results



[Read the Full Case Study](#)

Ralph Schneider

HR Business Information Officer,
Global HR, SAP SE



“

JobPts is a super example of our competitive advantage in HR extensibility and anothe showcase of drinking our own champagne by combining SAP SuccessFactors solutions and SAP Cloud Platform.

”

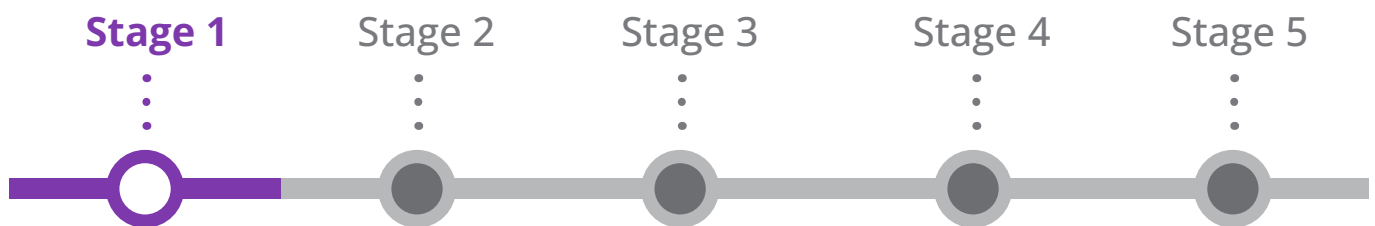


Chapter 5



Maturity Model – Readiness to Implement Semos Cloud with SAP SuccessFactors

This maturity model is designed to help HR leaders, IT stakeholders, and transformation teams assess where they are today and identify what is required to unlock the full value of an integrated employee experience ecosystem.



○ Maturity Levels | Stage 1

Unstructured

No strategy, limited tools, or disconnected experiences.

Description

The organization has limited usage of SAP SuccessFactors. Recognition is informal or paper-based; communications are inconsistent, and feedback is reactive. There are no clear governance processes for employee experience or performance data. Employee Central is not used to drive meaningful lifecycle actions. Learning and rewards are fragmented or absent.

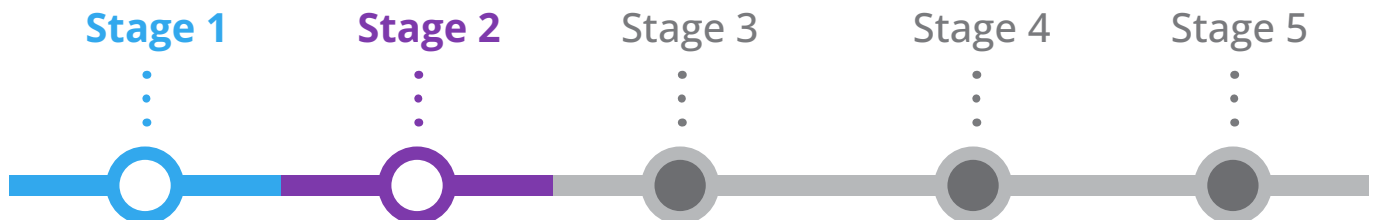
Indicators

- ♦ SAP modules are partially implemented or siloed
- ♦ Recognition occurs via email or spreadsheets
- ♦ Communications rely on a static intranet or bulk email

- ♦ No visibility into total rewards or performance feedback
- ♦ HR teams respond reactively rather than strategically

Semos Cloud Fit

Not yet ready for implementation. The focus should be on establishing baseline SAP SuccessFactors modules and ensuring data quality.



○ Maturity Levels I Stage 2

Foundational

Basic systems are in place. Processes are manual but visible.

Description

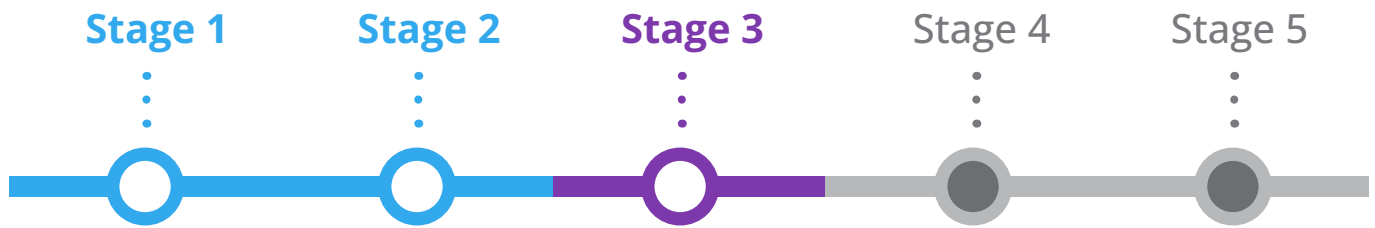
The organization has implemented core SAP SuccessFactors modules like Employee Central and Performance & Goals. Recognition may exist via third-party tools but lacks automation or integration. Communication processes are in place but are not targeted or tracked. Feedback happens annually with little real-time visibility. Learning completion is low and unmonitored.

Indicators

- ♦ Employee data is structured in EC, but not actively used for targeting or automation
- ♦ Performance goals exist, but feedback is inconsistent
- ♦ Email updates are sent manually to static groups
- ♦ Learning modules deployed, but engagement not tracked
- ♦ HR manually reconciles compensation and reward data

Semos Cloud Fit

Semos Cloud can be introduced for targeted use cases (e.g., recognition, feedback, or comms), especially where visibility and impact tracking are needed. Integration with EC can support real-time automation.



○ Maturity Levels I Stage 3

Defined

Systems are connected. HR leads coordinated EX initiatives.

Description

SAP SuccessFactors modules are live and used consistently across HR processes. Recognition, feedback, and communications are delivered within defined workflows but still require HR intervention. There is a basic understanding of lifecycle moments and employee segmentation. Learning is monitored and linked to performance planning. Compensation is systematized but not contextualized for employees.

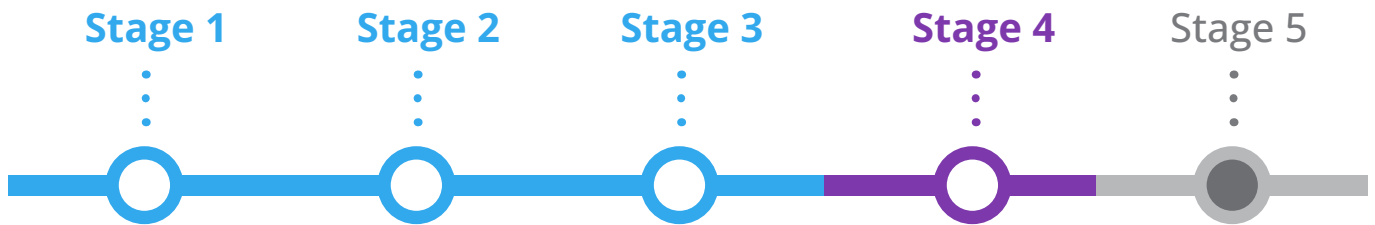
Indicators

- ♦ The recognition platform is deployed but not personalized
- ♦ Work Zone is used for content distribution; mobile access is limited
- ♦ Feedback forms exist; some teams follow structured review cadences
- ♦ Learning is tied to development goals, but not incentivized
- ♦ Rewards statements are accessible but not unified with external benefits

Semos Cloud Fit

An ideal time to begin full integration. Semos Cloud enhances defined HR processes by layering automation, personalization, and analytics across moments that matter. HR gains deeper control over experience orchestration.





○ Maturity Levels I Stage 4

Integrated

Data drives personalized, timely, and visible employee experiences.

Description

HR and IT collaborate to deliver real-time, role-based employee experiences. SAP SuccessFactors modules share data to activate Semos Cloud workflows. Recognition is embedded in performance cycles. Communications are dynamic and segmented by attributes like tenure, location, or job level. Feedback is continuous and tracked. Learning completions trigger recognition, and compensation is delivered through an always-on Total Rewards Hub.

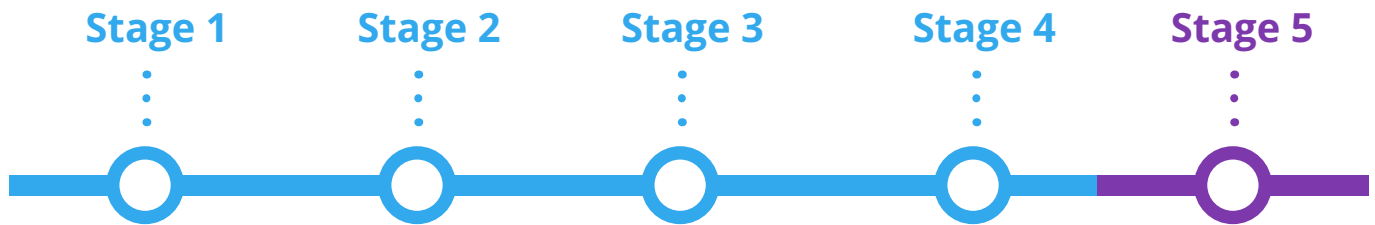
Indicators

- ♦ Semos Cloud is integrated across multiple SAP modules
- ♦ Recognition data feeds the employee profile automatically
- ♦ Feedback is contextual, AI-assisted, and visible to managers
- ♦ Targeted messages appear in Work Zone, SMS, and email
- ♦ Learning dashboards include gamification or rewards
- ♦ Compensation data feeds personalized Total Rewards dashboards

Semos Cloud Fit

Full integration, live or in deployment. Optimization focuses on scaling adoption, analyzing program impact, and linking experiences to performance and retention outcomes.





○ Maturity Levels I Stage 5

Strategic

Employee experience is predictive, proactive, and aligned with business goals.

Description

Employee data and behavior inform proactive engagement strategies. Semos Cloud solutions operate seamlessly within SAP. Recognition, feedback, communication, and rewards are continuous and context-aware. AI agents support managers and employees alike. Business leaders use insights to shape strategy. HR is seen as a driver of performance, not a service function.

Indicators

- ♦ EX metrics inform business decisions (e.g., turnover, engagement, NPS)
- ♦ AI-driven nudges proactively support managers (e.g., check-ins, rewards)
- ♦ Recognition and rewards are linked to organizational values and strategy
- ♦ Learning, communication, and performance insights are connected
- ♦ Total Rewards reflects real-time compensation, benefits, and progress
- ♦ HR teams use dashboards to steer culture and behavior change

Semos Cloud Fit

Semos Cloud is now a strategic layer over SuccessFactors, enabling intelligent experiences at scale. Focus is on innovation, AI use cases, and expanding manager enablement.

Ready to Start Your Transformation?

[Request a Demo](#)

Assessment Model: Evaluating Semos Cloud Readiness

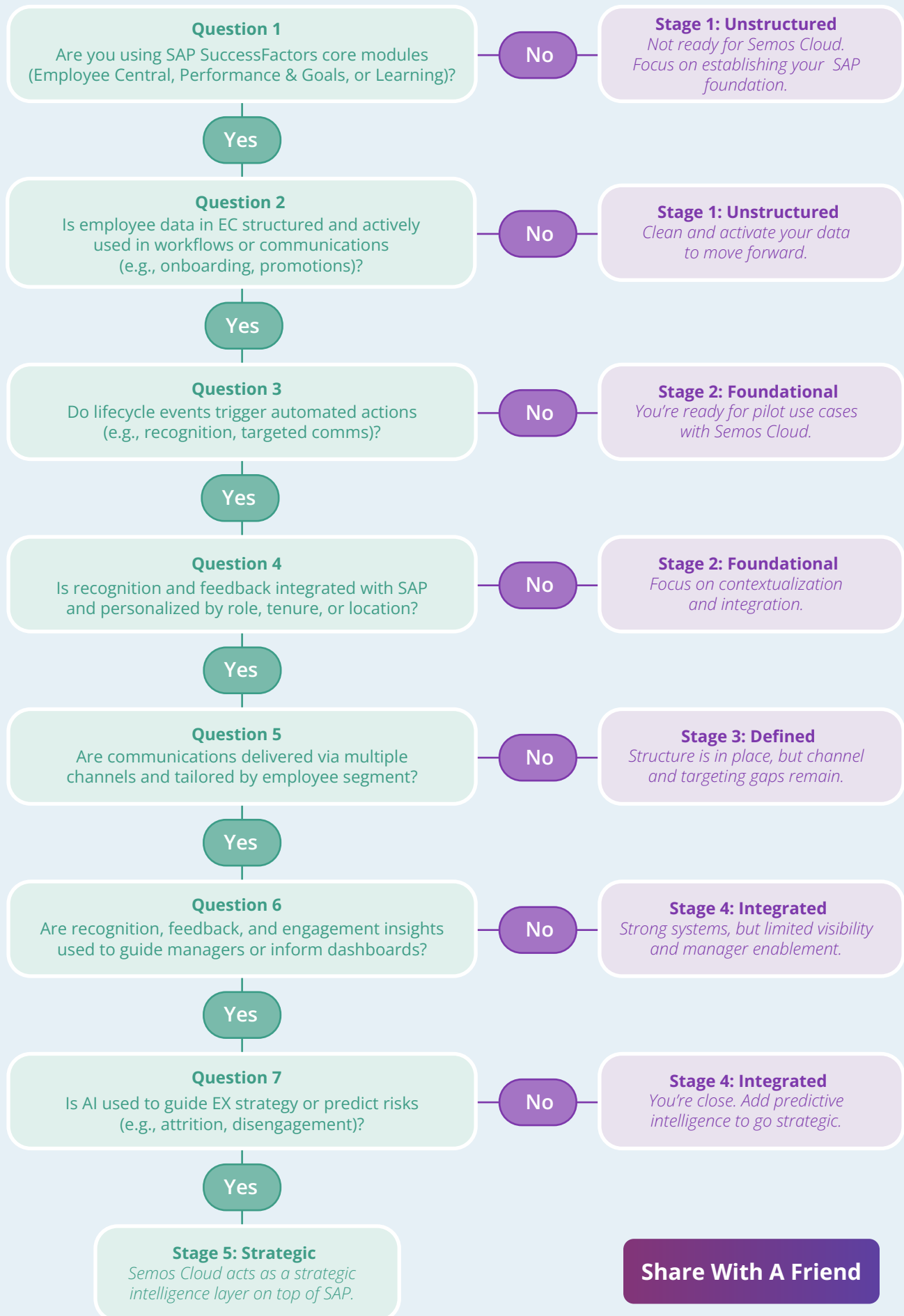
This assessment helps HR, IT, and business leaders determine their organization's maturity stage across five core dimensions critical for activating Semos Cloud within SAP SuccessFactors.

Key Assessment Dimensions:

Table 7: Key Assessment Dimensions

DIMENSION	DESCRIPTION	RELATED SAP MODULES	SEMOS CLOUD CAPABILITIES TIED
1			
Data Readiness	Accuracy and structure of employee and organizational data	Employee Central	All modules
2			
EX Governance	Defined ownership and collaboration between HR, IT, and comms	Cross-module	Admin & Insights
3			
Lifecycle Automation	Ability to trigger real-time actions based on employee milestones	EC, Performance, Learning	Recognition, Feedback
4			
Personalization	Ability to segment messages, rewards, and feedback by attributes	EC, Work Zone, Compensation	Comms, Rewards, Feedback
5			
Feedback Culture	Frequency, quality, and format of feedback provided across the organization	Performance & Goals, Talent Development	Feedback Intelligence

Assessment Method:



Frequently Asked Questions (FAQs)

1. How quickly can Semos Cloud solutions be deployed?

Typical deployment cycles range between 6 to 12 weeks (about 3 months), depending on the level of customization and integration scope.

2. Does Semos Cloud require major IT involvement?

No. Minimal IT involvement is needed for API access setup, SSO configuration, and initial security validation.

3. Can rewards catalogs be customized by region?

Yes. Organizations can configure region-specific rewards, currencies, and even cultural preferences for total global alignment.

4. Is Semos Cloud mobile-friendly?

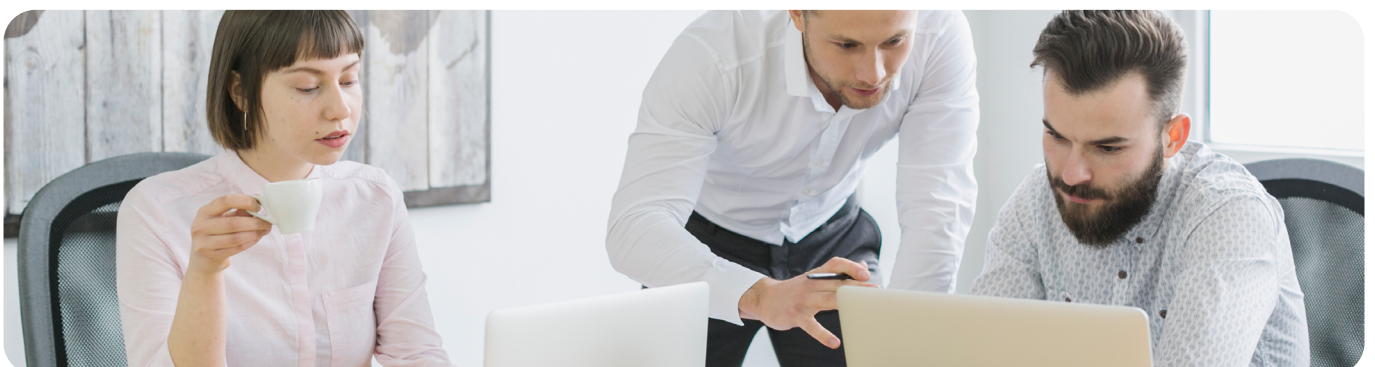
Absolutely. All solutions are fully mobile-optimized and accessible, PWAs, [SMS](#), and mobile-responsive dashboards.

5. How is employee data secured?

All data is encrypted in transit and at rest. Hosting occurs on SAP-certified BTP infrastructure with GDPR, CCPA, and SOC 2 compliance.

6. What reporting capabilities are available?

Real-time dashboards, customizable KPIs, and downloadable reports covering engagement, rewards spending, communication reach, and feedback quality. See all reporting and analytics capabilities [here](#).



7. Can Semos Cloud integrate with SAP Analytics Cloud?

Yes. Data from Semos Cloud can feed into SAP Analytics Cloud for advanced reporting and visualization.

8. How is Single Sign-On managed?

SSO is fully supported via [SAP Identity Authentication Service \(IAS\)](#) or customer-provided SAML solutions.

9. What happens if employees change departments?

Role changes trigger automatic updates across recognition eligibility, communication targeting, and development programs.

10. How scalable are Semos Cloud solutions?

Solutions are built to support enterprises with thousands to hundreds of thousands of employees, including multi-country and multi-language environments.

11. Can communications be personalized by audience segments?

Yes. Communications can be highly targeted using any attribute available in Employee Central (e.g., department, location, tenure).

12. What support is available for post-implementation?

Dedicated account managers, 24/7 technical support, regular system health checks, and annual optimization workshops.



Further Reading

[Total Rewards on SAP Store](#)

[Employee Communications on SAP Store](#)

[Talent Development on SAP Store](#)

[How Semos Cloud Enhances SAP SuccessFactors with Certified Solutions](#)

[Recognized for Business Value and Reliability: Semos Cloud Achieves SAP Spotlight+ Status - Semos Cloud](#)

[Benefits of Integration](#)

[Enhancing Engagement and Productivity with Intelligent R&R](#)

[Semos Cloud & SAP Partner Impact Story](#)

[JobPts - SAP Endorsed Employee Recognition and Rewards App](#)

[Recognition and Rewards ROI Calculator - Semos Cloud](#)

[Budget Definition Sampler](#)

[Recognition Program Checklist](#)

At Semos Cloud,

we're excited to share our vision for potential product developments and features, which we refer to as "forward-looking" statements.

These insights are offered exclusively for informational purposes and should not be construed as formal representations or legally binding warranties. They do not indicate a company commitment to provide specific materials, code, or functionality within a contractual context. Please note that our forward-looking statements, as well as any discussions related to future development, product release schedules, and pricing plans, are subject to change at the discretion of Semos Cloud.

It's important to acknowledge that all forward-looking statements are inherently associated with risks and uncertainties. These factors may lead to actual results differing from your expectations. In making important business or purchasing decisions, we encourage you to exercise your independent judgment and not only consider Semos Cloud marketing materials.

Game-changing platform that helps companies achieve strategic goals and maintain a competitive advantage



employee
communicati



talent
development

PEOPLE AND CULTURE INTELLIGENCE PLATFORM

Partner with the leading enterprise software vendors such as SAP, Oracle, Workday, Amazon Business and Microsoft

SAP® Certified
Built on SAP Business Technology Platform

ORACLE

Build
Partner



10 years of experience deploying our solutions for **Global Fortune 500 enterprises** in over 150 countries

"It's very easy and simple to implement and use. For a 100k employee company, it is possible to run with only 0.5 FTE which is clear pass and speak for the easiness of the tool."

Maike Kunz, Total Rewards Senior Consultant @ SAP



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