



Saba Pulse 360

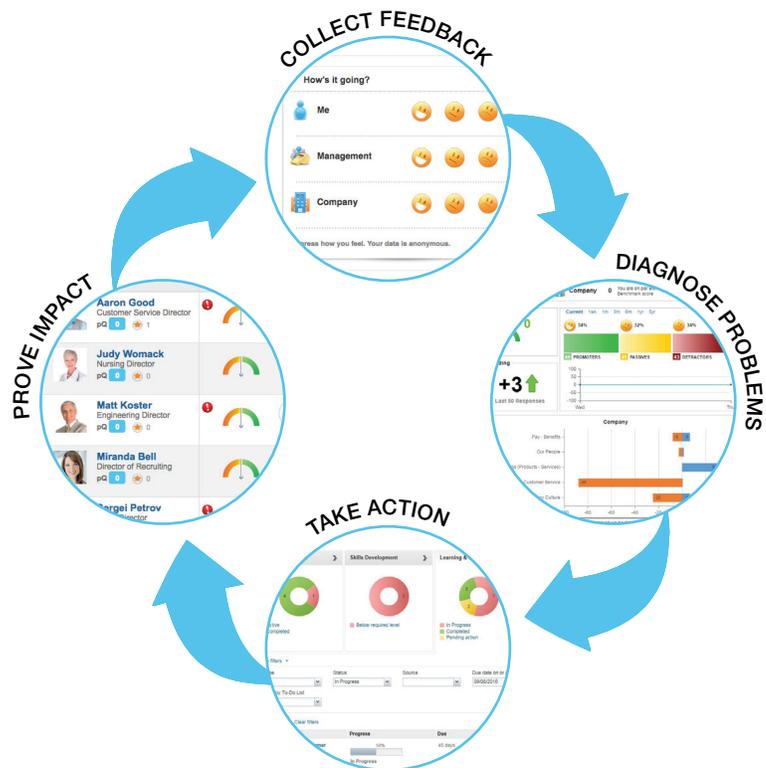
More than ever, today's talent leaders seek to make that critical connection between talent management and business outcomes. And that requires more innovative ways to engage, develop, and assess employees in real-time, quickly identify and fix problem areas and, ultimately, effectively measure the business impact of talent programs and investments.

“ Employee engagement is what strengthens talent management, and that can't be achieved simply by implementing a survey tool or collecting isolated feedback. But a feedback tool that's tightly connected to organizational and employee performance, at the heart of a Talent Management suite? That can move the needle. ”

Michael Rochelle
Chief Strategy Officer &
Principal HCM Analyst
Brandon Hall Group

Connect the Dots Between Talent Management and Business Performance

Saba Pulse 360, an integrated part of our Saba Cloud Platform, enables today's talent leaders to connect the dots between talent management programs and business performance.

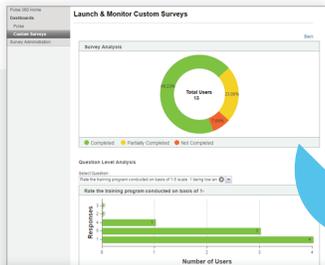
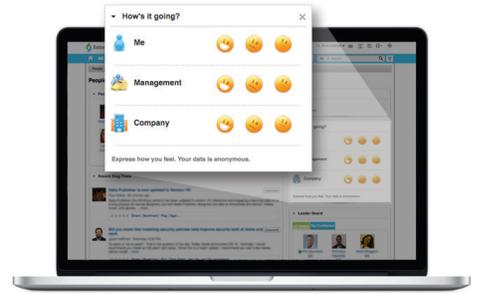


How does Saba Pulse 360 work?

Saba Pulse 360 includes surveys, custom surveys, NPS®-based performance tools, intuitive analytics dashboards, and heat maps to deliver a real-time view of the engagement and performance of your entire organization. Combined with Saba Cloud, you can use these insights to instantly drive positive change, reward performance, and steer your organization and your employees towards even greater success.

Organizational Engagement and Surveys

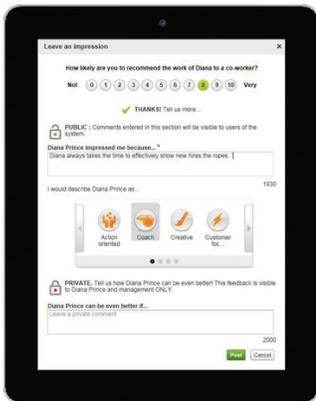
To get quick feedback on how employees view themselves, management, and the organization overall, Saba Pulse 360 uses a simple three-question Pulse Survey feature. A portlet in Saba Cloud provides a familiar means for employees to express how they feel about the company, management, and themselves at any given time. This real-time organizational feedback is aggregated in dashboards and heat maps. Administrators and managers then identify areas of strength and concern at individual, departmental, and company levels based on this pulse survey data.



If you need to dig a little deeper, the new Custom Surveys feature enables you to create or import your own questions to build longer surveys for a targeted audience. Results are compiled in real time for easy tracking and review.

Employee Performance Reporting

Saba Pulse 360 additionally provides a single-question, performance-based assessment modeled after the proven and popular NPS® methodology. With this tool, colleagues can provide instant feedback on one another, giving you real-time insight into employee performance from the people who have observed it. Users rate their peers on a 10-point scale and give quick notes, both positive and constructive. Constructive comments are for the manager's eyes only—but praise and badges are public, creating a culture of appreciation, recognition, and fun. Feedback can be given at any time, by anyone—and the talent dashboard shows employee scores alongside other valuable talent information.



Taking Action

After using the Saba Pulse 360 dashboards and heat maps to dig into this data—by team, department, region, and more—you can quickly diagnose problem areas. Many Saba Cloud modules can address these problem areas, whether the issues are training, compensation, frequency of feedback, career opportunities, and more. Saba Pulse 360 is the first and only engagement tool to be integrated with a talent management suite.

Proving Business Impact

After running HR programs to address the problem areas, you can use the same survey and performance tools to measure the impact of your talent initiatives. If needed, this will allow you to tune your programs for greater effectiveness.

Saba Pulse 360 provides a complete 360° view of your organization and employees, to not only give you the insight to determine the right programs and actions, but also to get the metrics to show how you are moving the needle of business performance. With Saba Pulse 360, you don't just take your pulse—you can cure your problems.

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Visit www.saba.com to schedule a live demo and preview Saba's Pulse 360 solution!



Saba delivers a cloud-based Intelligent Talent Management™ solution used by leading organizations worldwide to hire, develop, engage, and inspire their people. Intelligent Talent Management uses machine learning to offer proactive, personalized recommendations on candidates, connections, and content to help your employees and organization lead and succeed.

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