

**Make Sure  
You Only Hire  
Top Talents**

# Language Assessment in SAP SuccessFactors

Reliably determine your candidates' language skills and proficiency

**MAKE LANGUAGE ASSESSMENT AN INTEGRAL PART OF YOUR RECRUITING PROCESS**

In a globalized economy, companies operate their businesses across borders and increasingly run their organizational initiatives in international, project-based approaches. In addition, changing markets and dynamic competitive landscapes stress the need for agile business strategies – which also translates into higher demand for attracting talent with specific skills.

The modern workforce is required to communicate, collaborate and network with a host of players and stakeholders in their extended work environment inside and outside their company. This puts communication and mastery of languages at the core of skill sets required by many job requisitions.

With SuccessFactors and Speexx you will efficiently assess all candidate's language skills – whether you need to screen massive volume of candidates or require some high-potential talent to be ready for a new assignment or a transfer.

## What's in it for you?



### Save time and money

Reduce cost and admin effort and speed up the recruitment process.



### Drive scalability

Screen your entire workforce and applicants within a day and see all results in SuccessFactors.



### Use your workflows

Implement your SuccessFactors workflows to evaluate candidates based on detailed assessment results.

# Empowering HR to Screen Language Skills

## SUPPLY YOUR RECRUITING TEAM WITH DIGITAL ASSESSMENT CAPABILITIES

Speexx Language Testing is neatly integrated with your existing or future SAP SuccessFactors Recruiting solution. Speexx will enable your recruiters to direct job candidates in a specific application process step to a fully automated online language skills assessment.

The online test will evaluate reading, listening, grammar, vocabulary and writing skills. Optionally, an oral language assessment via virtual classroom by a certified Speexx trainer can be conducted.

Upon completion of the candidate evaluation, the recruiter will get a CEFR (Common European Framework of Reference for Languages) level assessment including a detailed skills analysis available in PDF. The languages currently available include German, English, French, Spanish and Italian.

## LANGUAGES AVAILABLE



### How does it work?



## STRONG PARTNERSHIP: METAFINANZ AND SPEEXX

- » metafinanz provides holistic Business & IT Consulting services. We transform business into new models for the industry 4.0 and create the basis for sustainable competitiveness of our customers' businesses; smart, fast & secure.
- » Incubating new technologies, with broad business know how based on more than 25 years of experience and outstanding, interdisciplinary consultants, our clients appreciate metafinanz being a partner for their business.
- » Speexx is a leading provider of award-winning cloud-based online language training and testing solutions for a global workplace. Large organizations everywhere drive productivity by empowering employee communication skills across borders with Speexx.
- » The world's leading brands and 1,500 organizations worldwide use Speexx to confidently screen large populations and deliver results on time.