



Varian Medical Systems: Standardizing HR to Build Talent and Enable Growth with SuccessFactors® Solutions

As a manufacturer of oncology and radiotherapy equipment, Varian Medical Systems has been helping save lives for 65 years. In the midst of meteoric growth and expansion to new markets in Asia, Africa, and South America, Varian realized that to stay competitive it had to standardize HR processes across sites in 33 countries. This meant gathering more data, adjusting its culture, and creating a user-friendly talent management system. To reach these goals, it called on SuccessFactors, an SAP company.

Maintaining a competitive edge with help from HR

Better talent management fuels expansion

Objectives

- Create a talent management system to better engage employees, support a culture change that was taking place as the company grew and expanded into global markets, and support the company's mission
- Develop HR processes and systems capable of scaling with growth
- Standardize and streamline HR processes across more than 33 countries worldwide
- Centralize data and make it globally accessible

Why SuccessFactors

- High quality of SuccessFactors staff and its "team-first" approach
- Cloud-based, intuitive systems and customizable, user-friendly interfaces that facilitate employee adoption and usage
- Ability to integrate with existing systems, reducing complexity and easing upgrades

Benefits

- Standard and streamlined HR processes by creating a fully integrated talent management system that provides increasing consistency across global operations as components are added
- Talent management system that is expected to enable corporate growth and contribute to the bottom line
- Collection of business intelligence and a central view of workforce management, better equipping HR and managers to coach employees and make good business decisions
- Successful shift in corporate culture from performance management focused on appraisals to an emphasis on goal-setting, coaching, and development

"SuccessFactors is helping us build a fully integrated talent management system that is both complete and intuitive. It is driving consistency across the company globally and helping HR successfully support growth."

Ellen Johnston, Senior Director, Learning and Organization Effectiveness, Varian Medical Systems Inc.

Company

Varian Medical Systems Inc.

Headquarters

Palo Alto, California

Industry

High tech

Products and Services

Manufacturer of oncology and radiotherapy equipment

Employees

6,600

Web Site

www.varian.com

SuccessFactors® Solutions

SuccessFactors® Compensation solution

SuccessFactors Performance & Goals solution

SuccessFactors Succession & Development solution



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