

## STACK RANKER

SuccessFactors Stack Ranker is a premium addition to the SuccessFactors suite of Performance & Talent Management tools. Stack Ranker lets you make accurate assessments about your entire team without having to do individual performance reviews. Stack Ranker lets you visually analyze how your team stacks up against one another in any performance area. You can now effortlessly compare team members against a single critical role-related competency or on overall performance. You can also incorporate other performance factors like criticality of roles to serve as tie-breakers for a more complete assessment. Stack Ranker gives you results quickly and comes complete with the analysis tools you'll use to get the up-to-the minute pulse on your team, making it so much easier for you to respond instantly to changing business priorities and direction.

**NOTE:** Stack Ranker is free for all clients subscribed to PMv12 and shows within the Team/Manager Overview.

### How does SuccessFactors Stack Ranker work?

- Stack Ranker displays your entire team side-by-side on a single page.
- Who shows in the stack is dependent upon the processes you are involved with. Typically this will be a managers direct reports, however if you are involved in many processes (you are in the route map) then you may see people who are not your direct reports. Also, if you were part of the process originally, but had a manager change, you may see those for the process you were originally part of.
- Common team competencies or other performance criteria are listed on the page, too. As you rate each team member, the Summary area automatically displays the team in ranking order, with the order changing dynamically as you continue your assessment. When you're done, you'll see your team shown in the order of highest overall performer to lowest overall performer. You can then narrow the performance criteria, for example, you can select a single competency, and see how your team stacks up.

### Scenario

The annual personal reviews of the members of our corporation, provide us with the most important data about performance, we can make this information 100% effective if we establish comparisons of t

he individual as a member of a team, to this need Stack Ranker answers, that we it will allow to correct possible deviations in the qualifications, identify the leadership, who stands out in the performance and who on the contrary has an inadequate performance.

Stack Ranker of SuccessFactors provides you with a means to evaluate *your team quickly, easily and efficiently*, according to the defined key competences. It allows you to compare individuals within a team and determine who stands out positively or negatively in the performance of their skills.

Whether it is evaluating talent or annual performance evaluations, classification by categories is an excellent tool that allows managers to:

- **Optimize the team** Identify the employees with the highest performance and prepare the possible leaders of the future.
- **Evaluate on equity criteria.** All at the same time. Quickly assess the entire team according to the most important competences and criteria, in one step.
- **Complement other talent management processes.** Seamless integration with the rest of our program helps streamline performance appraisals and improve succession and development processes.

	Marcus Hoff	Sid Morton	Wilma Sown	Vic Stokes
Accepting Direction	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Communication	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Customer Focus	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Hiring	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Integrity/Ethics	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Job Knowledge	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Teamwork	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Summary	3.00	3.29	3.00	

**Team Rater**

Summary

1 Wilma Sown 3.29

2 Marcus Hoff 3.00

2 Vic Stokes 3.00

- Richard Maxx

- Sid Morton

**Note: Above Blue Numbers in the box are performance rating. Sort employees according to their performance**

- stack ranker button will appear in team overview once the Performance template have the property configuration. Please refer to "**What Configuration is Required**" section

### Assumptions & Dependencies

This product is only available in the ULTRA v11 or v12 version of the application.

- If a form template was configured without action permissions, then the Stack Ranker button will show up for everyone now.
- In order for a manager to use the Stack Ranker, they have to have the forms created in their Inbox (the product does not automatically create the necessary forms).
- Stack Ranker only supports competencies in competency sections.
- Stack Ranker does not support behaviors.

- Competency section intro text is not supported (i.e. will not be displayed) on the Stack Ranker page.
- Stack Ranker as of B1405 works for 360 form template types.
- Stack Ranker does not support editing or viewing of the overall performance score.
- The Performance form template must have a Summary section (summary-section). Form configured with ONLY Objective/Competency Summary or Performance Potential Summary section will not have the stack ranker capability
- There is no batch document routing available from the Stack Ranker.
- Stack Ranker supports competencies sections configured with either hard coded competencies or job-code related competencies.
- By default Stack Ranker only displays a user's direct reports but can be configured to support anyone you have a form for. (see 29. below)
- Editing or viewing weights are not supported in the Stack Ranker.
- Stack Ranker does support the section calculation if item weights are enabled.
- Stack Ranker does not support adding or removing of competencies on the page.
- Collaborative route map steps are not supported in the Stack Ranker.
- The Friendly's calculation method is not supported in the Stack Ranker calculation.
- The PM form template must have one and only one competency section in order to access the Stack Ranker from the ULTRA homepage To-Do List.
- The error message displayed when an invalid PM form template is selected under Admin Tools > System Properties > Company and System Logo Settings is green.
- The ULTRA homepage To-Do List entry for Stack Ranker will appear for managers even if there are no forms created for their direct reports in their Inbox. The error message will appear to the manager after they click on the Stack Ranker link.
- Plain text comments (none RTE) are supported in the Stack Ranker, but user will be unable to use legal scan, spell check, or writing assistant.
- The section comments do not support writing assistant.
- The following form configurations are assumed for all forms based on the form that Stack Ranker was opened from.
  - a. Rating scale
  - b. Field permissions
- There is no way to select which style of rating scale is displayed. This is determined based on the system criteria.

- At this time there is no planned timeframe for future roadmap enhancements to Stack Ranker. 24. Reports and Dashboards can be used for Stack Ranker as with any PM form template type.
- Stack Ranker was performance tested for 50 direct reports with 20 competencies each.
- In to To-Do List, all route map steps configured in the Stack Ranker form template will show up in the "Evaluate Performance" section of the To-Do List (i.e. there's no way to only have the Stack Ranker link in the To-Do list because the route map steps will also show up in the PM section of the list).
- Stack Ranker only supports individual competency ratings and not overall competency ratings
- The system will never pull a user's own form into the Stack Ranker. I have forms for a group of people, and I have a form where I'm the subject too. When I'm stack ranking, I shouldn't be stack ranking myself.
- In we introduced the ability to expand who you can stack rank against from just your direct reports to everyone you have a form for. This means if you have someone's form they will show up when you open up the Stack Ranker. As with the other item, this will also impact all forms regardless of creation date.
- To enable the ability to see everyone (more than just your direct reports) on the Stack Ranker page please contact Customer Support.
- Support will enable this via **Provisioning > Company Settings > Stack Ranker - Enable display of all forms but self** to turn this on. The default behavior is for direct reports only.