



SuccessFactors Learning

With SAP SuccessFactors Learning, organizations can improve employee skills, reduce compliance risk and effectively train internal and external learning audiences.

- Integrated in full HRIS system
- Flexible cloud LMS
- Tackles compliancy training
- Granular access management

SuccessFactors Learning in a nutshell

- SAP SuccessFactors is a Human Experience Management (HXM) system, that is able to link its LMS to all other modules (Employee Central, Performance and Goals, Recruiting, Onboarding, Succession and Development), offering you a single point of entry for all your soft HR solutions.
- As it is part of the SAP family, SuccessFactors offers you the guarantee of a partnership with a strong and solid supplier. On top of that, it is an operationally stable product, fully cloud-based.
- SuccessFactors LMS is a very flexible tool that allows you to assign learning to specific groups, bundle them into programs and curricula and track them easily.
- SAP has partnered with Skillsoft, to give you access to a huge amount of content.... Integrations with other providers can also be set up.

Characteristics

- Cloud-based
- Available via mobile app
- Integrated with HR master data (Employee Central)
- Provides access to content partners by using Open Content Network

Features & Functionalities

Features

- Supports online, classroom and blended learning
- Configurable landing pages to match your company brand
- Comprehensive reporting possibilities
- Developmental goals aligned with learning activities
- Formal learning combined with informal opportunities

Functionalities

- Manages certifications and retraining
- Creates flexible workflows for approvals and training completion
- Also manages courses for external audiences
- Uses powerful assignment profiles to automatically assign courses



SAP Litmos

SAP Litmos consists of a powerful LMS, a commerce platform and a content-rich course catalog that make it easy to manage the entire learning program, from system implementation and integration to ongoing management.

- Easy course creation
- Off-the-shelf content library
- Rapid deployment
- Intuitive user interface
- Plug and play to add functionalities

SAP Litmos in a nutshell

A nice advantage is the built-in authoring tool, which is very easy to use and creates interactive scorm packages. In addition, you can import your learning content from other sources into Litmos. Conversely, you can export your scorm packages created with Litmos to other systems.

SAP Litmos has a very intuitive user interface, and is easily customizable to your brand. Litmos is compatible with multiple third-party systems. As a result, you can extend and customize the functionality to suit your needs and taste.

You can think of Litmos as a plug and play system. It has complete out-of-the-box functionality. This results in a very short (and thus cost-effective) implementation.

Characteristics

- Cloud solution
- Available via mobile app
- Easy and fast deployment
- Microsoft Teams, Zoom, and Salesforce integrations available

Features

- Supports classroom, online and blended learning
- Comes with an integrated course builder and training catalog with 1000+ courses
- New courses added monthly
- Learners can upload video assessments, documents and presentations that can be reviewed by instructors
- Increases your learners' engagement via gamification, by awarding achievements, points and badges
- Task automation possible via group enrollment and task assignment
- You can monetize your courses through ready-to-use features or through an online storefront using Shopify integration.



Totara

Delivers your learning and compliance requirements with a powerful, cost-effective solution that adapts to the unique needs of your organization.

- Flexible
- Open
- Talent Experience Platform that stimulates collaboration
- Innovation Network

Totara LMS in a nutshell

The concept of Totara LMS is very different compared to other systems. Totara is built with an open-source technology, in close collaboration with customers and partners. Open-source technology means that the code of Totara is 'open'. This gives you the freedom to modify and extend the code. In other words, if you are missing functionality, it can be created for you.

In addition, Totara has all the major LMS features available. It supports online and classroom training, you can assign personalized learning paths following your organization structure, there are structured certification and recertification paths and it has a powerful report builder.

The biggest advantages of Totara are its flexibility and a very challenging licensing price.

Important addition: Totara has two extra available modules:

Totara Engage: a learning experience platform (LXP) for social collaboration, including an integration with MS Teams.

Totara Perform: a performance management module (including 360° feedback, continuous performance management tools, track skills and development around competencies)

Characteristics

- Cloud and on-premise
- Available via Mobile app
- Flexible Open Source Software
- Advanced multitenancy
- Compatible with Moodle plug-ins
- Global community of plug-in vendors

Features

- Supports classroom, online and blended learning
- Custom report builder
- Easily manages certifications and recertifications
- Flexibility in design: functionality easily turned on/off
- Audience functionality allows you to target training and functionality to specific groups in the organization
- Has an optional module for social learning, integrated with Teams (Totara Engage)
- Has an optional module for performance and goals (Totara Perform)