



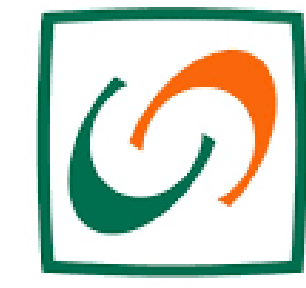
Singapore Healthcare
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Video Training Triumphs for Success Factors



Leow Ye Yi, NCCS
Simy George, NCCS



National Cancer
Centre Singapore
SingHealth

Introduction

The recent major transition from SAP to Success Factors has presented opportunities for our employees to grow in their ability to efficiently and effectively navigate specific modules within the new system. This period of adjustment is key to enhancing overall productivity and adaptation to Success Factors.

Aim

We aim to ease employees' transition to our new Success Factors (SF) System by providing training guides for specific modules (i.e., performance appraisals, leave applications) to ensure efficient and effective adaptation.

Methodology

Initially, 2 Training methods were considered:

- 1 Live Training / Live Demo
- 2 Video Tutorials

To determine the most efficient approach, a comparative analysis was conducted based on the number of man-hours required for each method.

Video Creation Process





- 1 Create a script for the video
- 2 Screen-record the video on a laptop
- 3 Edit the Video + include subtitles
- 4 Cross-check video + final edits
- 5 Upload onto Infopedia for all staff to access

Results



The analysis found that video tutorials offer a quicker solution with less man-hours needed.


There was a savings of:


693 hours 
OR
\$13,867 in manpower costs 

Therefore, we decided on the use of Video Tutorials to train our employees. Since then, staff feedback on these tutorials has been **positive**, showing **high satisfaction**.

Conclusion

The analysis and positive feedback confirm that utilizing video tutorials instead of live teachings is a **superior** training method for training staff on SF.

 Offers employees flexibility in learning - own pace, own target

 Reduces repetitive inquiries to HR - allowing HR staff to focus on core tasks