

data sheet

Saba Enterprise 5.4 Architecture

Meeting the Needs of Enterprises Today and in the Future

Features

- J2EE-compliant application with support for Oracle WebLogic, IBM WebSphere and JBoss application servers
- Broad operating system and database support
- JSR 168 and WSRP support for integration with enterprise portals
- Unparalleled configurability through Web-based interfaces
- Out-of-the-box Web Services for integration with disparate enterprise systems
- Java Authentication and Authorization Service (JAAS) support for configurable LDAP integration
- Sophisticated security and data privacy model, including use of 128/192/256 bit Advanced Encryption Standard (AES), designed to meet the needs of a global extended enterprise
- Caching and clustering for high performance and scalability
- Monitoring tools to manage system health
- A tool kit and visual Developer's Workbench to manage customizations and ease upgrades
- SCORM, AICC and Section 508 compliance
- Web Services simplifies integration with existing enterprise applications
- Solutions are available to be deployed on-premise, hosted or OnDemand (Software-as-a-Service)

As Human Capital Management (HCM) systems take on a strategic role across the extended enterprise, organizations place increased importance on an open, flexible and scalable technology platform that works with what is in place today and adapts to the changes — organizational, technological and other — the organization will face in the future.

An enterprise-class platform provides lower support costs and better economies of scale; it scales reliably to very large user populations; it adapts to the varying needs of different lines of business, operations and people around the world; and it integrates easily and effectively with other enterprise systems, such as security, human resource information systems, enterprise resource planning systems and customer relationship management.

To achieve the technological and organizational adaptability required by a global enterprise, an HCM suite must:

- Adapt to ongoing organizational and business-process changes
- Provide clear visibility and accountability through reporting and analytics
- Provide individualized user experiences for widely varied audiences around the globe
- Provide a seamless, integrated user experience
- Integrate into the environments where users already work
- Adapt to the ever-changing technology landscape
- Be accessible and flexible, existing in the Internet-based landscape
- Scale to handle the demands of the largest global organizations
- Deploy easily and effectively around the globe
- Work together — seamlessly — on one common platform
- Easily integrate with existing enterprise applications
- Enforce and leverage existing enterprise security policies
- Leverage industry and technology standards
- Lower total cost-of-ownership

The Saba Enterprise 5.4 applications are all built on a common platform, leveraging open, enterprise and Internet standards and providing easy deployment, access and integration with existing and future systems. Saba Enterprise 5.4 leverages the latest technology standards to deliver innovative, configurable features for HCM. This approach allows each

Saba solution to be deployed as a stand-alone solution, or as an optimized integrated Human Capital Management suite, affording organizations maximum choices and web services integration to various enterprise systems.

Powerful Reporting, Search and Analytic Capabilities Provide Visibility and Accountability

Saba offers more than 140 reports, providing critical information to a variety of audiences right out of the box. Industry-leading search capabilities are supported by an embedded full-text search engine, which allows full-text searches based on metadata attributes as well as the ability to search across multiple objects. Saba's search engine can also automatically rank results in order of relevance based on required or optional criteria and weighting factors, providing additional intelligence to the search results for faster access to meaningful information.

Saba Enterprise 5.4 is further augmented with robust analysis tools to provide real-time, contextual and interactive information embedded directly into critical business processes. These tools include extensible 9-box reporting, side-by-side comparisons and dynamically created organizational charts for valuable insights into reporting hierarchies and key profile information. Leveraging Saba's extensive experience in Human Capital Management, Saba's analysis tools are designed to give line-of-business managers, trainers, HR and talent executives the power to analyze, understand and act on vital enterprise information.

Flexibility to Address Widely Varied Audiences

Saba Enterprise 5.4 provides extensive user, audience, object owner, administrator, security, interface, help and other configuration options in a Web-based administration interface. This allows you to focus your implementation efforts on business-process optimization and phase in new capabilities as your HCM needs grow. And with Saba's focus on a highly intuitive user experience and use of DHTML/AJAX technologies, Saba Enterprise 5.4 provides a rich, interactive and consistent user experience across the application.

Integration Into Common Desktop Applications

Saba enables users to access key learning processes from a variety of applications and interfaces, including enterprise portals and common desktop productivity tools such as Microsoft Outlook. Powered by Web Services standards, these capabilities can be extended to other commonly used applications in your organization.

Saba supports Java Specification Request (JSR) 168 and WSRP for integration with enterprise portals. This capability gives

you the power to embed Human Capital Management processes more deeply into your users' daily lives, so you can increase user adoption and resulting value.

Best Practices and Business-Process Flexibility

Saba Enterprise 5.4 is built to handle the most complex and demanding business-process and change requirements. Highly customizable workflows allow your organization to manage processes, develop and assign requirements, keep your organization aligned, and maintain the consistency and accountability inherent in those business processes, even as the organization and its processes change over time.

Leveraging our experience with implementations around the globe, Saba has defined services offerings addressing the different needs of enterprise learning solutions. Through either a Rapid Implementation process or consultative approach, Saba enables customers to get their project up and running quickly. With support from content integration services, organizations can get the most value from existing content, including content in legacy formats. Saba also works with customers to help them develop a learning governance system composed of decision-making structures, processes, practices and values that will align learning stakeholders, service providers and content assets across organizations.

Built on a Standards-Based Architecture to be Scalable for the Largest Enterprises

Saba offers the industry's most open technology platform to give our customers and their IT support teams the lowest total cost-of-ownership. Saba offers your IT team deployment choices for operating systems, databases and application servers. The platform uses J2EE standards to simplify installation and deployment. Its modular application design, separating presentation logic, business logic and application infrastructure, makes Saba's extensive configuration options possible.

Common Platform Integrates Applications and Lowers Total Cost-of-Ownership

Built on a single integrated platform, Saba Enterprise 5.4 brings together best-in-class capabilities for learning management, performance management and talent management, so you can align strategic initiatives for managing and improving people processes across your organization. The common platform allows all user, administrative and configuration capabilities to be shared across all Saba applications and provides a seamless user experience.

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Saba Enterprise 5.4 also delivers the industry's most robust solution for domain-based multitenancy capabilities, allowing administration of multiple tenants in a single Saba instance. This market-leading capability enables greater flexibility in deployment options, at a significantly lower cost-of-ownership by allowing the sharing of the same database and application server, for multiple and mixed audiences. For example, customers can maintain impervious segmentations between multiple organizations (even disparate organizations) while sharing the same IT infrastructure. This model also serves as a highly scalable, secure and best-practice approach for Human Resources Outsourcers (HROs), large enterprises with distributed operations, and even different agencies of public-sector government organizations.

And only Saba Enterprise 5.4 unifies the power of Saba Centra with the rest of the Saba suite of applications, to address the full continuum of learning — formal, informal, self-paced, live and a blend of all of these — to provide seamless and truly effective learning from one company. This unification of solutions means there is only one administration interface to set up all types of learning events, one single application for learners, one source of support and a unified maintenance program. Benefits of this approach include streamlined administration of real-time learning events, higher return on investment from existing learning technology infrastructure, and lower costs of ownership including upgrades and support.

Standards Support Eases Integration With Key Enterprise Systems

Saba Enterprise 5.4 is fully Web Services-enabled. It not only provides Web Services interfaces with which developers can write custom code, but it also ships with a set of standard Web Services for tasks such as updating a user profile or searching

the learning catalog, as well as an administrative interface to manage these Web Services.

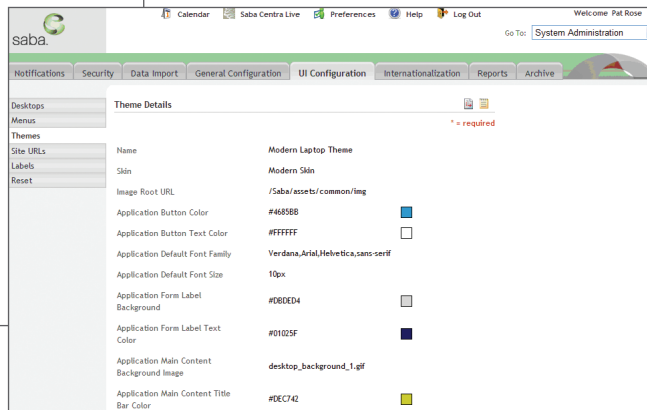
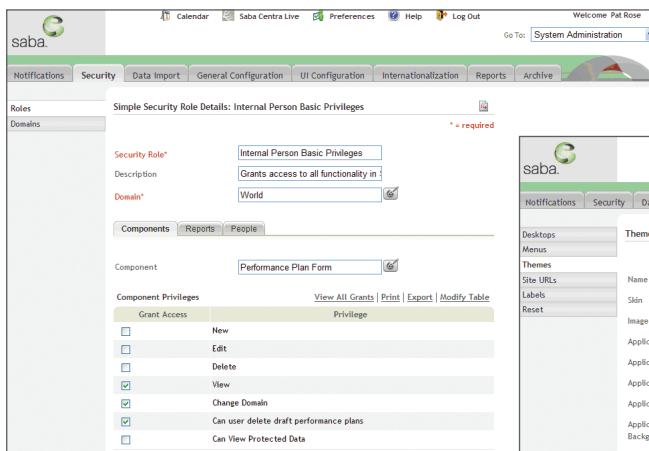
These Web Services provide an easy way to integrate Saba with disparate external systems. You can even create your own custom Web Services and manage them through Saba's Web-based interface.

Saba's open architecture and standards-compliant approach allow organizations to work with existing content from across the enterprise. Saba Content Management is designed to help organizations capture, consolidate, organize, manage and reuse critical learning content developed and stored in the many silos across an organization.

Robust Security Model Meets the Needs of Global Organizations

Saba Enterprise 5.4 provides a comprehensive set of the security services needed by enterprise applications spanning organizational boundaries and reaching global audiences. To support laws enforcing the privacy of an individual's personal data, the Saba Enterprise technology platform allows you to configure the display of data in specified fields. The platform also provides for disconnected certificates that authenticate disconnected clients, such as those using offline learning content, as well as flexible audit tracking and e-signatures for compliance.

Saba Enterprise 5.4 also supports standard security models, such as Java Authentication and Authorization Service (JAAS) and 128/192/256 bit Advanced Encryption Standard (AES) to store sensitive information such as user or financial data, as well as providing out-of-the-box login modules for Windows NT authentication and LDAP servers. This allows authentication and encryption algorithms to be easily customized and extended while supporting single sign-on with other applications.



Saba Enterprise 5.4 leverages the latest technology to deliver unparalleled configurability and security

Furthermore, support for separate database (such as credit card numbers) and property files (such as username/password) keys are enabled, to ensure that encryption cannot be easily decoded, and to bolster the security around access to Saba applications.

Saba Enterprise 5.4 also allows virus scanning at the foundation level via a system-level API so that customers can enable the virus scanning in the entire Saba application suite through a system administration role. Customers are able to integrate with their preferred anti-virus software so that virus scanning can be invoked and utilized for any attachment or content.

With Saba's unique application-partitioning capabilities, you can deploy multiple portals for different user populations or business purposes in a single system. This unified solution helps eliminate significant hardware, software and personnel costs while offering you the flexibility needed to change processes and exploit new opportunities from a common technology foundation.

Comprehensive Developer Environment Simplifies Customizations and Upgrades

While most organizations will be able to meet their process needs with Saba's easy-to-use configuration options, the Saba Enterprise technology platform also provides multiple customization points and an extensive set of APIs for invoking and extending the application. The development environment is designed not just to manage customizations, but also to ease future upgrades of customized code. It consists of documentation, sample code and the Saba Developer's Workbench, a visual tool built on Eclipse, the industry-leading J2EE Integrated Development Environment (IDE).

Flexible Deployment Models That Maximize Your Long-Term ROI

Saba's solutions support all different deployment models — on-premise, hosted or OnDemand (Software-as-a-Service). Saba customers have maximum flexibility with regard to levels of ownership, configurability and total cost-of-ownership models, to meet the unique short-term and long-term needs of each organization. Traditional on-premise deployments as well as hosted IT deployments provide maximum levels of control over upgrade and maintenance schedules and customization (changes to base Saba application code) capabilities. Saba OnDemand offers both enterprise and "FastTrack" editions for accelerated implementations and freedom from ongoing maintenance and upgrades, all within a highly configurable, secure and scalable architecture.