

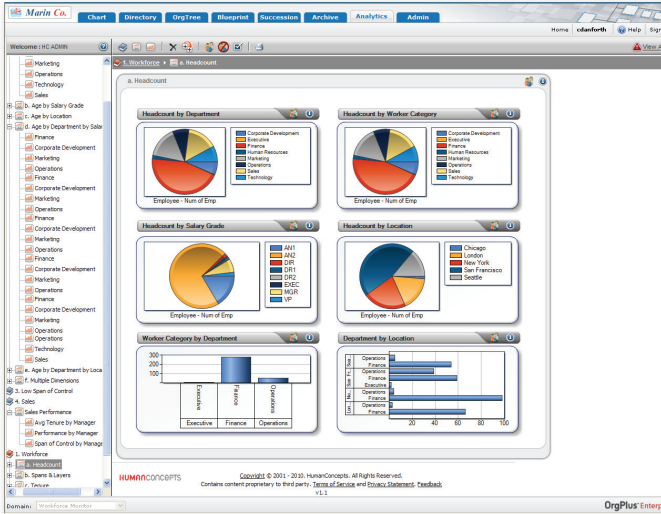


ANALYTICS

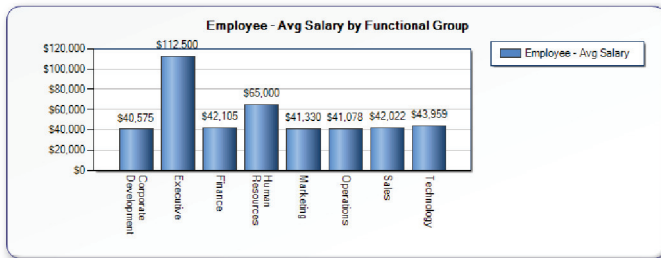


Identify organizational risks and opportunities using an intuitive analytics dashboard. Access tools to analyze data, determine root causes, generate reports and plan for action.

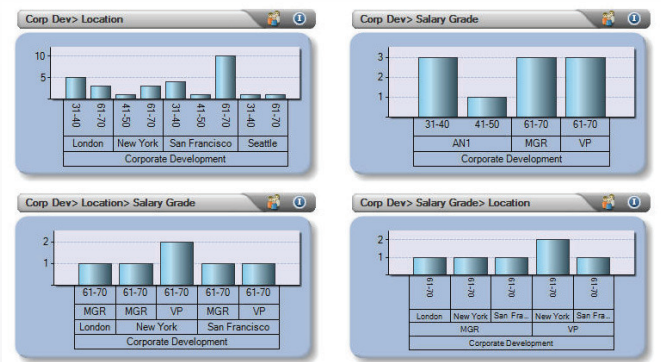
ANALYTICS



Use analytical reporting capabilities to gain high level insight into critical organizational metrics and easily investigate trouble areas.



Use HumanConcepts' Analytics to establish benchmarks and quickly identify, analyze and address 'out of bound' conditions.



Create customized reports to fit your business needs and visualize your HR Data.

Analytics provides an easy-to-use **Analytical Reporting Dashboard** enabling executives and HR users to gain insight into their current organizations. Complementing the analytics in HumanConcepts Visualize and Transition Manager, Analytics visualizes macro HR information and supports drill down into specific data for fact-based analysis and decision making. The solution brings static data to life and provides accurate organizational details when and where you need them most.

With Analytics, monitoring organizational health is easy. You can establish benchmarks and quickly identify, analyze, and address 'out of bound' conditions. Investigate root causes of problems to make surgical cuts rather than broad brush changes. Monitor legal and regulatory compliance by viewing OSHA, FLSA, and other specific reports.

Analytics enables you to assess **organizational risks** by exploring parameters such as headcount, tenure, age, diversity, or compensation to identify any areas that pose risks to the organization. These could include the risk of losing key skill sets due to retirement or illegal discrimination. Turn your HR data into a powerful workforce tool and create usable metrics to monitor the health of your organization.



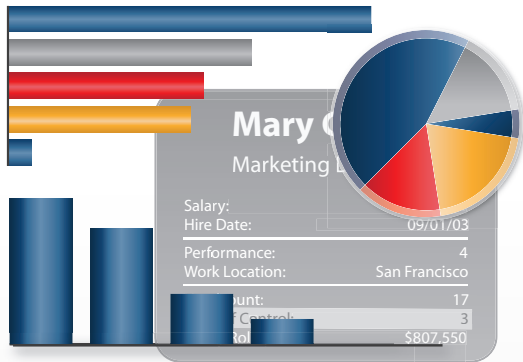
"...its new approach makes a breakthrough in the simplicity of applying sophisticated analytics and planning in one application."

Mark Smith
CEO
Ventana Research

ANALYTICS

Why You Need Analytics

- You will isolate, visualize and understand key, high-level workforce metrics that drive organizational change, trigger problems and influence business objectives.
- You will better understand your workforce and potential organizational risks by exploring data such as headcount, tenure, age, diversity and compensation.
- You will be instantly alerted to 'out of bound' conditions affecting organizational health, workforce benchmarks, or legal and regulatory compliance (e.g., OSHA, FLSA).
- You will identify opportunities for workforce optimization while mitigating business risk prior to transitions, reorgs, separations and mergers.
- You will help HR partner with business managers to uncover root causes of issues then make informed decisions and precise adjustments.



Benefits

- **Dashboard.** Gauge the health of your organization in a matter of minutes with a custom-made analytics dashboard. Select which reports to view and which fields to measure within your HR data, and quickly and easily identify any problem areas or 'out of bound' conditions within your organization.
- **Analyze.** Access accurate, multidimensional workforce analytics. Measure such parameters as headcount, tenure, age, diversity, or compensation to find areas that may pose a risk to the organization. With Analytics, you can ensure that you maintain key skill sets in your workforce and that you are meeting compliance requirements.
- **Mine.** Explore your data to find the root cause of issues. Analytics takes the difficulty out of manually analyzing mass amounts of data. This data can then be compared to a number of variables, as well as being categorized and summarized for you.
- **Alerts.** Know when your workforce KPIs or metrics are 'out of bounds' with a customized alert system. You choose when to be sent an alert and why—whether a department is over budget, diversity ratios are out of balance, or performance is low in a particular department.
- **Filter.** View subsets of your HR data with specific criteria selected. Sift through a large amount of data and analyze only those fields that interest you, pinpointing problem areas or measuring only the specific metrics you want to explore.

Visit www.HumanConcepts.com
or call Toll Free 1.888.821.1261

About HumanConcepts:

HumanConcepts is the global leader in on-demand workforce decision support solutions. The world's largest organizations use HumanConcepts to better understand their workforces and manage change using information-rich org charts, user-configurable workforce metrics, and advanced collaborative modeling tools. HumanConcepts also provides solutions for managing and processing workforce transitions. HumanConcepts' solutions integrate seamlessly with Oracle, SAP, and other leading HCM HR systems.

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