

# Analytics and workforce reporting for human resources (HR)

*Gain insightful reporting with HR analytics for workforce management*



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## Highlights

- Enables reporting and analytics for human resources transformation and steady-state operations
  - Provides a dedicated team with extensive reporting and analytics strategy and implementation experience
  - Answers key human capital questions through analytics based on IBM research and benchmarks
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As your organization seeks to overcome the challenge of an uncertain economy, you're looking to your employees as a key source of differentiation. Without a strategic emphasis on human resources, you might lose people who are critical to your business success, or fail to anticipate important workforce trends. This could compromise the performance of your retained employees, ultimately impacting costs and efficiency. To cultivate a highly qualified, loyal workforce within your enterprise—and drive performance to the next level—you need to develop a human resources (HR) reporting and analytics capability that can help you design and implement an effective human capital management strategy based on meaningful, insightful data and analysis.

Human Resources, Learning and Recruiting Outsourcing – workplace reporting and analytics solution helps deliver focused, standardized information and analytic capabilities for your HR organization. By integrating workforce information into an efficient, reliable source for business decision making, we can help you make HR measures a visible, actionable part of your day-to-day operations. In addition to providing you with transactional data (what's happening in your business) and operational data (what's happening and why), we can assist you in incorporating analytic data (what might happen in the future) into your business operations. By helping you align your human capital strategies with your goals, our solution can enable you to run HR like a business and manage human capital as an asset.



## Creating end-to-end reporting and analytics for smarter decision making

Aligning with your HR transformation strategy, our workplace reporting and analytics solution can help your HR organization more effectively manage its data and ensure greater business context for human capital decisions. Our end-to-end service aggregates HR information into an efficient, reliable source for business decision making, helping HR practitioners to leverage the most accurate, up-to-date information and create an effective workforce strategy. Our solution provides three levels of reporting that you can opt for independently or as a package:

- Standardized and consolidated reports based on enterprise resource planning (ERP) and other best-of-breed applications detailing what's happening with your workforce **(transactional)**
- Additional on-demand/ad hoc/case management reports that help you assess the operational efficiencies for your workforce **(operational)**
- Strategic reporting based on HR metrics and measures that relate to critical human capital trends, helping enable insights and foresights for your HR organization **(analytics)**

By providing you with key insights from your HR data, we can help you identify your high performers, retain the right employees and move key resources where they are needed most. Comprehensive understanding of present and future workforce trends can help your enterprise distinguish itself in the market and increase opportunities.



## Supporting your evolution from data to insights

As you evolve and progress in your HR transformation journey, IBM can support your HR staff in the use of advanced analytic tools and approaches. We offer a tool-agnostic HR data warehousing and workforce analytics solution at three levels:

- Bronze (on-demand analytics with virtually no technology cost)
- Silver (customer hosting and licensing, plus predefined IBM analytics and support)
- Gold (IBM hosting and licensing, plus predefined IBM analytics and support)

Our experienced analytics and HR professionals can also assist you with advisory capabilities and training to enhance the analytic mindset of your HR staff, line managers and executives.

### **Helping address the 100 most critical human capital questions**

Our analytics solution is designed to answer the 100 most critical human capital questions facing organizations today. The categories and analytics defined in this offering are based on our industry-leading research that outlines the key information every organization should know about its workforce. This data includes:

- Workforce planning
- Demographics and diversity
- Retention and mobility
- Staffing and recruiting
- Compensation and benefits
- Training and development
- Workforce measurement

Our team of professionals leverages years of cross-domain expertise in analytics and HR to guide you through a step-by-step consultative process, including:

- Creating an aim for your strategy and outlining your reporting vision
- Identifying your reporting stakeholders
- Determining the reporting tools and technology enablers (such as experience in using a wide range of tools like SAP, Cognos® and Oracle)
- Analyzing your requirements and mapping to the reporting tools
- Mapping tools to your reporting stakeholders



We provide you with a tool-agnostic solution that can be less expensive to implement than custom applications with similar functionality. This can help speed the dissemination of data to your decision makers, enabling them to make better decisions for higher productivity, optimize business performance and achieve sustained competitive advantage for your enterprise.

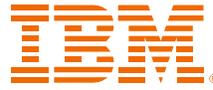
### **Why IBM?**

As a thought leader in HR data analysis, research and benchmarking for reporting and analytics, IBM presents a unique blend of process and technical consultative leadership. Our practice has over 2,000 human capital professionals in 42 countries experienced in developing and delivering proven solutions. We can also offer a deep well of knowledge capital drawn from our own internal workforce and talent management experience.

## For more information

To learn more about the Human Resources, Learning and Recruiting Outsourcing – workplace reporting and analytics solution, please contact your IBM marketing representative or visit the following website: [ibm.com/services/hroutsourcing](http://ibm.com/services/hroutsourcing)

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