

Why HCM Analytics

In business the rear view mirror is always clear but the windshield is hazy. Business leaders expect HR to widen its focus from traditional headcount reporting to predictive analytics and demonstrate by evidence that how investment in human capital creates value for stakeholders and drives future business decision making.

How HCM Analytics Software is Different from Traditional HRMS

Traditional HRMS' provide basic HR logistical data like no of people hired, trained, paid, surveyed or appraised. This type of data is more of "accounting" of HR and being transactional, it is of little value to business leaders in making informed decision pertaining to workforce management.

Like finance uses the accounting data to build certain key ratios which are used at management level to analyze the financial health of an organization, similarly human capital analytics help in future forecasting and economic viability of workforce investments.

Anyone can generate 50 or more metrics but to demonstrate to the business that x percent increase/decrease in an human capital management factor corresponds to how much change in business performance and ultimately financial performance, takes its toll and effort. Only vital few measurements make the difference.

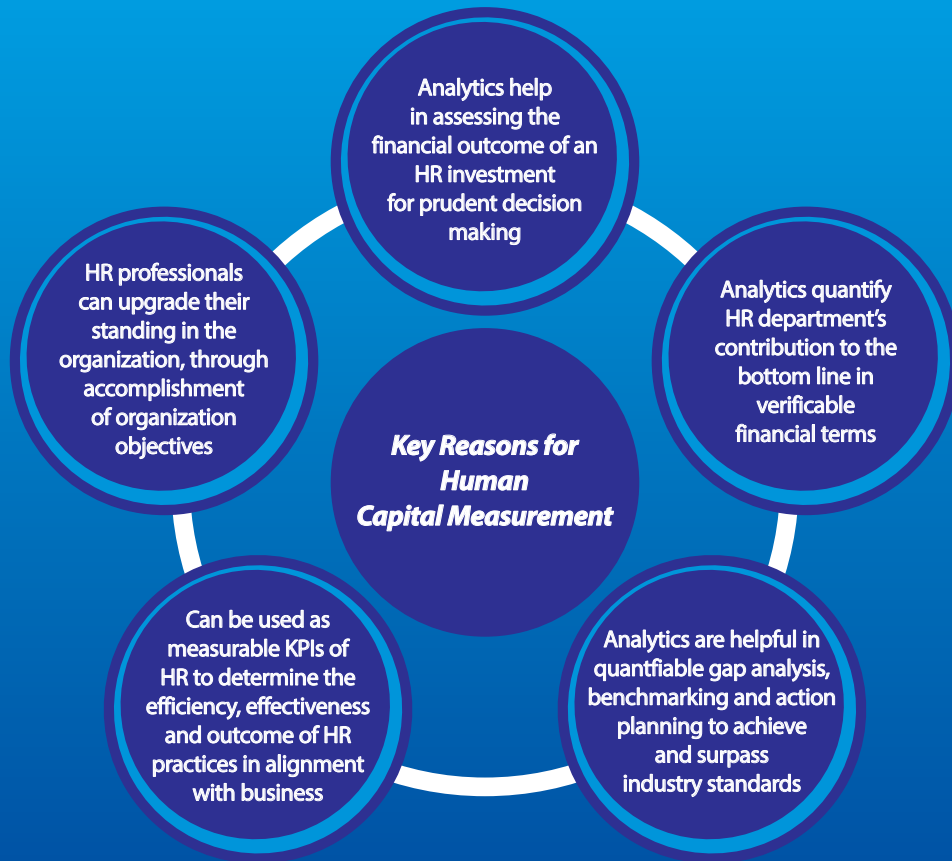


Reporting employee turnover for every position in an organization may seem to business leaders an administrative exercise for HR department. They are interested to see the economic consequences of turnover in strategic talent that is pivotal to the business and difficult to replace. Also the business leader are interested to see net improvement in retention and its financial impact on account of saving in rehiring, retraining and opportunity loss of revenue.

Purpose of HCM Analytics



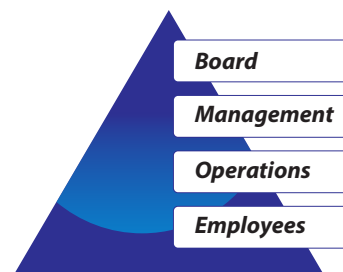
Benefits of HCM Analytics



Areas of HCM Analytics

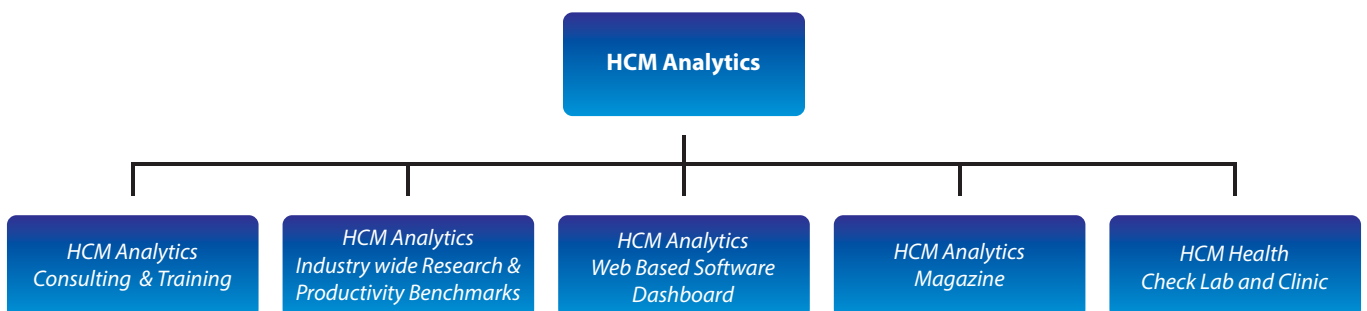
1. Recruitment and Selection
2. Talent Retention
3. Training and Development
4. Career Growth and Leadership Development
5. Employee Relations
6. HR Spending & ROI
7. Workforce Productivity and Organizational Financial Performance

Levels of HCM Analytics



Other Services

We offer broad range of Human Capital Management Analytics solutions to measure, analyze, predict and leverage employees' performance with a view to boost organizational productivity and employee's satisfaction for better return on investment.





**Measure Volume, Time, Cost, Quality,
User Satisfaction and Financial Outcome
of your HR practices at Strategic and Operational level**

RECRUITMENT & SELECTION

- Employer Branding Index
- Hiring Volume
- Time to Hire
- New Hires Retention Quality
- New Hires Performance Quality
- Hiring Cost to HR Cost
- Cost per Hire
- Job Offer Acceptance Index
- Unfilled Vacancies
- Unfilled Vacancies Cost

TALENT RETENTION

- Total Turnover Index
- Voluntary Turnover Index
- Involuntary Turnover Index
- Voluntary Turnover Cost Index
- Turnover by Performance Index
- Turnover by Service Index
- Turnover by Jobs Index
- Turnover by Reasons Index

TRAINING & DEVELOPMENT

- Training Participants Volume
- Training Hours per Employee
- Training Cost per Employee
- Internally Trained
- Cost per Participant-Internal Training
- Externally Trained
- Cost per Participants-External Training
- Training Cost to HR Cost Index
- External Training Cost per Employee
- Training Transfer to Workplace Tools
- Training ROI

HR SPENDING & ROI

- Compensation to Operating Cost Index
- Compensation per Employee
- Salaries to Compensation Cost Index
- Benefits to Compensation Cost Index
- HR Cost to Revenue Index
- HR Cost to Operating Cost Index
- HR Cost per Employee
- HR Budget Variance Index
- Human Capital ROI
- Human Capital Value Added

EMPLOYEE RELATIONS

- Employees per Manager Index
- Employees Issues Resolution Index
- Employees Grievance Volume
- Grievance Handling Time
- Employees Grievance Resolution Index
- Pay Settlement Time on Separation
- Volume of Litigations
- Workplace Incident Index
- Female Employees Index
- Female Managers Index
- Employees Service Profiling Index
- Employees Age Profiling Index

LEADERSHIP DEVELOPMENT

- Promotion Index
- Rotation Index
- Career Growth Index
- Career Path Index
- Churnover Index
- Internal Hiring Index
- Succession Coverage Index
- Succession Readiness Index

WORKFORCE PRODUCTIVITY AND ORGANIZATIONAL FINANCIAL PERFORMANCE

- Workforce Performance Index
- Business Performance Index
- Financial Performance Index
- Revenue per Employee
- Operating Cost per Employee
- Profit per Employee

