

# ORACLE HUMAN RESOURCES ANALYTICS

## KEY FEATURES AND BENEFITS

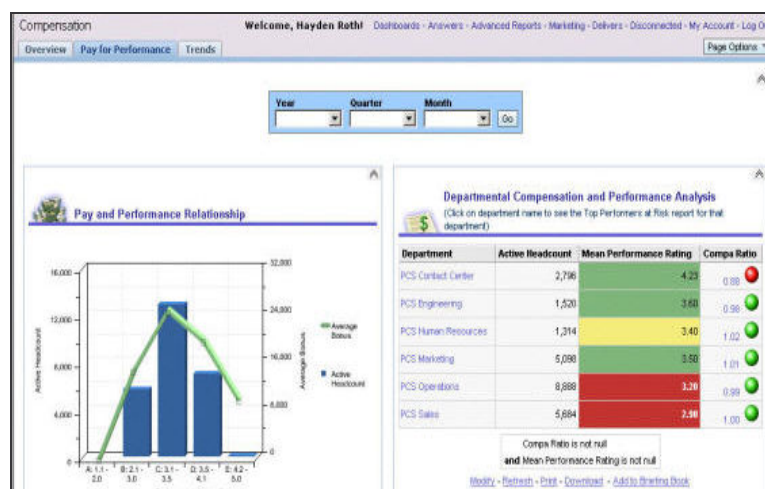
### FOR BUSINESS USERS

- Oracle Human Resources Analytics intelligence dashboards provide strategic workforce performance information.
- Determine key factors that drive employee productivity. Leverage that insight to increase overall organizational performance.
- Ensure proper deployment of workforce by matching geographic, job, and diversity profile with business requirements. Measure the impact of these factors on business performance.
- Increase retention levels and reduce turnover and hiring costs
- Ensure fair, equitable and competitive compensation levels

*Oracle Human Resources Analytics helps organizations optimize detailed analysis on workforce performance by integrating critical data from across the enterprise value chain and transforming silos of information into comprehensive, timely, and actionable insight. For example, managers can better understand the impact of compensation on employee performance by correlating compensation with employee performance and turnover metrics. Whether they are executives, managers, or line managers, users receive relevant, timely, and actionable information directly through personalized dashboards, metrics, and alerts. Oracle Human Resources Analytics is also tightly integrated with other applications in the Oracle BI Applications family to deliver robust financial information across the company value chain to enhance customer, supplier, and financial analysis.*

### FOR IT

- Accelerate deployment of a human resources, financial, or combined data warehouse.
- Integrate data from multiple sources to provide business users with a complete view of the workforce and business operations.
- Adapt to changing external and internal needs by leveraging, not replacing, existing investments.
- Provides comprehensive user self service capabilities to reduce the burden on IT resources.



## Turning Data into Insight

Globalization and changing business dynamics present increasing challenges to HR and line management on how best to develop and deploy an agile and highly-competency workforce while maintaining cost efficiency. Today's business challenges demand more than just greater efficiency in the HR department and an HRM system. Rather, they require increased effectiveness gained through a

comprehensive understanding of the factors driving workforce performance. Organizations need to understand the complex interaction between staffing levels, competencies, compensation structures, workforce profile, and other factors to help them maximize their return on human capital.

To fully understand how workforce factors affect the business timely and integrated insight from systems across the enterprise. However, most organizations struggle to obtain timely and relevant information from their enterprise systems. The reasons are twofold. First, there has been an explosion in both the volume and complexity of enterprise data, which is often fragmented across many disparate transactional systems and departments. Second, the traditional business intelligence (BI) systems used by many organizations to analyze this data neither provide the timely insight needed nor deliver it to large numbers of front-line users where it has the greatest impact.

Through intelligence dashboards, Oracle Human Resources Analytics provides powerful metrics, alerts, and reports to HR professionals and line managers, enabling them to understand how workforce factors are affecting individual departments and take appropriate actions. Managers and front-line professionals receive timely information on factors such as headcount costs and overtime pay at levels of detail such as by geography, job category, division, and pay grade.

Oracle Human Resources Analytics is tightly integrated with other applications in the Oracle BI Applications line, enabling them to deliver robust workforce information. For example, in conjunction with Oracle Contact Center Telephony Analytics, Oracle Human Resources Analytics can help managers better understand how staffing levels, pay-for-performance, and employee performance correlate with strategic benefits to an organization.

### **Oracle Human Resources Analytics Drive Better Business Results**

Most organizations use only financial information to measure and monitor performance. This provides only part of the picture. Oracle Human Resources Analytics integrates data from HR, financial and other enterprise systems and transforms it into integrated, easy-to-use, and actionable insight into how various factors impact workforce and business performance. Oracle Human Resources Analytics enables companies to more effectively manage and improve business performance by:

- Understanding the impact of workforce turnover on departmental performance and company costs. Through comprehensive insight, managers can analyze and understand root causes of turnover and take actions to correct them.
- Improving overall profitability through more effective workforce cost control. Managers can understand how to optimize staffing levels to ensure satisfactory delivery of service while maintaining the lowest

effective headcount. They can also understand the impact of paying overtime versus adding new workers on overall profitability.

- Providing workforce performance and cost data to all departments. For example, service managers can understand the impact of staffing levels and compensation on contact center performance such as average handle time, cost per call, and abandonment rates. They can also correlate this information with service delivery costs and customer satisfaction levels.

### **Proactive Intelligence**

Business circumstances demand immediate attention. Oracle BI Applications provide proactive, event-based, and scheduled alerts that are delivered directly to users via email, handheld, and other portable devices—or to a personalized dashboard. Powerful, timely, and actionable information help prevent issues from becoming problems. For example, when overtime levels at a production facility are in danger of exceeding budgeted levels, Oracle Human Resources Analytics sends an alert to the plant manager and company controller. Armed with this information, they can quickly correct the deviation, preserve profit margins and examine alternatives to paying overtime such as hiring contractors or more full-time workers.

## **Oracle Human Resources Analytics Applications**

### **Operations Analytics**

Objectively assess HR's performance on a periodic basis via a holistic picture of HR operations. Provide insight into key workforce management metrics in staffing, retention, and contingent labor placement. Help HR management and line managers to proactively manage headcount trend, retention hotspots, and optimize contingent labor usage.

### **Compensation Analytics**

Increase workforce and overall organizational performance through better understanding of the impact of compensation on performance. Measure employee payroll to ensure compensation is equitable, performance-based, and within department budget constraints, proactively detect potential payroll issues (e.g., stagnation), and analyze headcount vs. contractor usage over time for more cost-effective organization planning.

## ABOUT ORACLE BI APPLICATIONS

Oracle BI Applications provide complete, real-time, and enterprisewide insight for all users, enabling fact-based actions and intelligent interaction. Tailored for more than 20 different industries and designed for rapid deployment at a low cost of ownership, Oracle BI Applications are prebuilt solutions that start with the customer, embrace any existing corporate data source, and are seamlessly integrated with Oracle's transactional solutions to increase effectiveness across the entire customer life cycle. All Oracle BI Applications are powered by Oracle BI Enterprise Edition, a high-performance, highly scalable, and highly reliable next generation business intelligence platform that can be used to extend existing analytic solutions to meet any enterprise business intelligence need. Additional information about Oracle BI Applications is available at <http://www.oracle.com/goto/obia>

### Oracle BI Applications include:

- Oracle Financial Analytics
- Oracle HR Analytics
- Oracle Procurement and Spend Analytics
- Oracle Supply Chain and Order Management Analytics
- Oracle Sales Analytics
- Oracle Marketing Analytics
- Oracle Service Analytics
- Oracle Contact Center Analytics

## Summary

Across industries, companies are facing increased pressure to grow revenues while holding costs in check. They also must ensure that they have adequate staffing levels and that their workforce is properly aligned with company needs to return the best possible results. Companies need to manage their workforce as a strategic asset, compensating and utilizing the workforce to achieve the highest levels of productivity and ensuring the organization meets revenue and profitability targets. Oracle Human Resources Analytics create powerful synergies with other Oracle BI Applications products, ensuring that rich insight from across the organization value chain helps drive all workforce actions, resulting in lower costs, increased revenue, and greater profitability.

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