

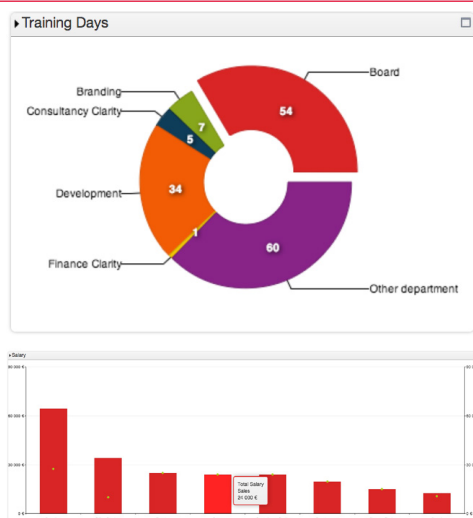
# Business Intelligence for HR professionals



## Reliably link people, practices and policies to performance

There's never been a more exciting – or challenging – time to work in Human Resources. A combination of globalisation, technology evolution, cost pressures, intensified competition and the war for talent are driving HR professionals to adapt faster to change, streamline business processes and, ultimately, make HR more strategic.

Your people may be your company's greatest asset, but it's timely access to relevant information which helps you make decisions that balance the best interests of your workforce with those of your business.



### Typical HR metric challenges:

- Basing decisions on hard facts, rather than emotive assumptions
- Understanding employees' focus, motivation, productivity and potential
- Predicting personnel trends, and attracting and keeping the best people for the job
- Identifying skills gaps and succession planning for an ageing workforce
- Supporting fair remuneration based on performance
- Pinpointing areas for improvement and benchmarking against best practices

## Introducing Access Insight

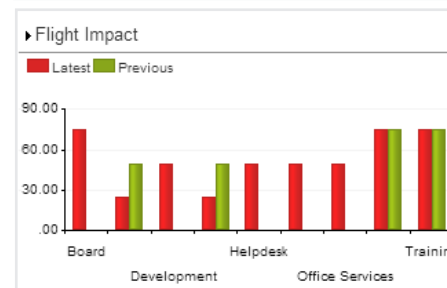
Human Capital Management systems have long been able to capture a wealth of information about a company's workforce, but HR professionals have often struggled to get meaningful information out of such systems. Access Insight delivers pre-defined metrics, presented as actionable dashboards and scorecards to help you answer urgent questions, identify emerging trends and predict risks and results.

### A joined-up view

Access Insight draws together all employee-related information from multiple sources into a single view, so you no longer have to combine and manually analyse data from disparate systems. It allows you to collaborate across functions, and demonstrate the true cost and contribution of the workforce to your organisation's goals, as well as measure the strategic value of HR to your business.

### Deep-dive into your data

In order to analyse workforce patterns, predict resource needs, or manage talent, succession and skills, you need easy access to current business information as well as historical data. Access Insight lets you drill down into departmental budgets and headcounts, salary and appraisal reviews, attendance records, exit interviews and more, to explore the detail as well as see the bigger picture.



# ★ 6 ways BI can transform your HR strategy

## 1. Analyse success

By combining HR and financial data, Access Insight lets you link employee contributions with financial performance at individual or departmental level, identify areas for improvement, and compare your organisation against industry benchmarks.



## 2. Quantify compensation

Access Insight can give you a clear understanding of how compensation impacts on performance. It allows you to check that remuneration is level and fair throughout the company, and ensure that performance-related compensation is aligned to your key strategic objectives.



## 3. Optimise your workforce

By providing company-wide analysis, Access Insight can help you identify the top and bottom performers and take action accordingly. You can use these insights to identify learning needs and inform future spending on training programmes.



## 4. Focus on efficiency

Quickly spot trends to understand where you can make cost savings without demotivating or demoralising the workforce. Uncover patterns that indicate where, when and why employees are taking sickness absence to reduce days lost and improve productivity.



## 5. Promote satisfaction and retention

The scorecards within Access Insight can be used to measure employee satisfaction and employee retention. Understand what you need to do to reduce churn, attract top talent and motivate employees to deliver your strategy effectively.



## 6. Plan for the future

Demographics can offer vital clues about the future – particularly how to deal with an ageing workforce. Access Insight allows non-technical users to carry out sophisticated analyses, and model the skills and competencies needed to meet your organisation's future growth plans.



## ✓ Benefit your entire organisation

### Access Insight for Finance

- ✓ Project the size and shape of the future workforce required to execute your business strategy
- ✓ Determine how to integrate workforce strategies into your overarching business goals and measure success
- ✓ Dynamically model "what if" workforce scenarios and understand the financial implications

### Access Insight for Line Managers

- ✓ Communicate strategy, create meaningful individual goals and focus on what matters
- ✓ Calibrate compensation and establish a pay-for-performance culture
- ✓ Anticipate and plan for staffing changes and improve motivation with continuous development and career planning

### Access Insight for IT

- ✓ Integrate HR, finance and operational data to create a self-service view of your organisation
- ✓ Support collaboration and knowledge transfer, and give non-technical users the tools to perform sophisticated analysis
- ✓ A cost-effective monthly subscription means you only pay for what you need

### About Access

We are a leading author of fully integrated business management software. One of the UK's top five fastest-growing software developers (Sunday Times Buyout Track 100), over 10,000 businesses and not-for-profit organisations use Access to unlock their potential. Offering solutions for ERP, finance, HR, payroll, warehousing, business intelligence, PSA and manufacturing, our vertical expertise and template solutions allow for rapid and easy deployment, whatever your industry or sector.