Fairsail

HR Analytics

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Evidence-based HR

In order for HR to make strategic decisions, it needs a reliable set of data on which to base those decisions. For many reasons, companies often struggle to gather this information without expending large cost and manpower. Even if they make that effort, the data is often not maintained, quickly gets out-of-date and the reporting tools are cumbersome and complex, often requiring IT intervention. These problems expand as companies evolve (as they go global, merge or restructure) which is just when making such strategic decisions becomes even more important. Fairsail's HR Analytics brings real-time analytics and reporting to the business user.

For the first time HR professionals can take control and have confidence in the decisions they are making based on the supporting evidence in front of them. Fairsail's HR Analytics allows HR professionals to:

- Monitor all key HR global KPI's in real-time
- Eliminate the need for a costly data warehouse
- Create an "apples-with-apples" comparison, through automated currency conversions and the ability to account for multiple working calendars
- Rapidly build and manipulate reports and dashboards with a user-friendly, drag-and-drop builder

Pre-built analytics and reports include:

- Employee retention by department
- Length of stay by department
- Retention by interviewer/assessor
- Cost per employee (to a unified currency)
- Risk assessment
- Key people
- Performance management
- Salary and bonus planning
- Objectives and target tracking
- Talent management and succession planning
- Skills and competencies
- Training and development
- HR administration
- Absence management
- Workflow status and monitoring

"We want to know how our customers are using our solutions and how they feel about us. Fairsail is the logical extension of this philosophy into our employees. We are excited to have a HR system which brings simplicity to processes such as hiring, talent management and benefits allocation."

— Mike Zarzeka,
Vice President of Customer Operations

MAXWELL SYSTEMS

HR Analytics Features

– Extensive reporting capabilities

– Report against any combination of data

– Detailed reporting including time-slice and quantity-slice

– Rapidly switch axis of reporting and rotate report focus

– Real-time and historical reporting

– Full drill-down analytics capability; drill directly from the chart to the data

– Global consolidation across currencies and calendars

– Clear, easy to create and follow reports and charts

– Scheduled and automated report distribution

For more information visit:
www.fairsail.com

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