

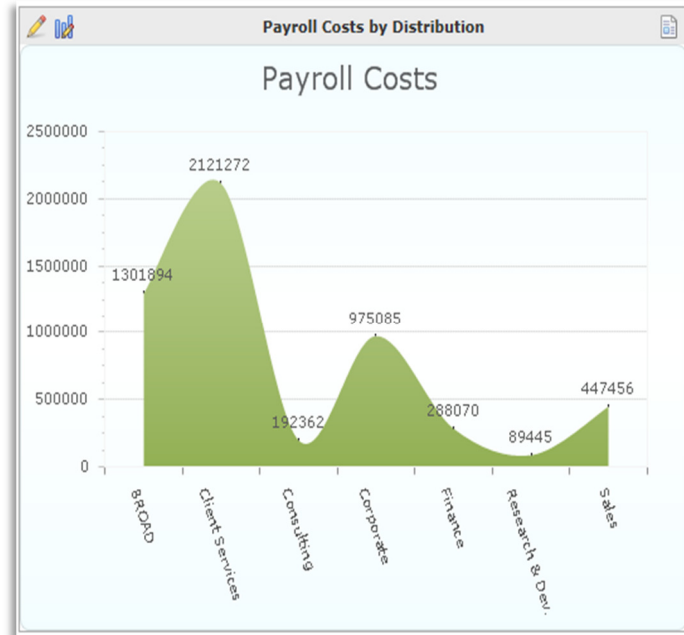
VISTA HRMS' POWERFUL ANALYTICS COMPONENT TURNS YOUR DATA INTO A DECISION-MAKING TOOL.

The data in Vista HRMS® is a goldmine of valuable information. Utilizing our Analytics component, you can turn your HRMS data into *actionable* information to allow you to make better business decisions. You can determine what data is analyzed and how it should be presented, and build dashboards to help you easily get to the data that you want.

With this configurable toolset, you can create, manage, display, and analyze statistics and other metrics, as well as KPIs (key performance indicators) for your HR, benefits, payroll, recruiting information, and more.

Pre-defined analytics and KPIs are delivered as part of the toolset, along with the functionality allowing users to create an unlimited number of analytics of their own or modify existing ones.

Additional features include: automatic calculation, storage, and alerts relating to KPIs; drill-down functionality when viewing analytics; inclusion of analytics in Vista HRMS dashboard pages; and security by user and analytic.



Welcome Kristen Night
Log Out

Employee Self-Service | My 7 analytics | Employees | Self-Service | Company | Department | Vista Time

Employee Head Count By Location

Name	Total
Abco Corporate Headquarters	26
Acme Atlanta Office	3
Acme Boston Office	4
Acme Chicago Office	4
Acme Denver Office	3
ACME HQ	73
Acme New York Office	6
Acme Philadelphia Office	1
Calgary Office	1

Hires/Rehires by Distribution

(Re)Hires by Distribution

Location	(Re)Hires
BROAD	12
Corporate	7
Sales	1

Avg Review Scores by Review and Type

Reviewcode	Compsch	Cooperat	Depend	E	Env
6 MONTH					88.00
ANNUAL	80.00	94.16	93.75	91.50	81.00
MNGR		98.33			93.33
NEW HIRE		100.00			100.00

Employee Skill Proficiencies

Employee Skill Proficiencies

Skill	EXCELLNT	FAIR	GOOD	HANDSON	ONLYTRN	TESTED
ANALYTIC	0	1	2	1	0	0
COMMUNIC	1	1	1	0	0	0
SPEAK	0	1	1	0	0	0
TIMGMT	0	1	1	1	0	0

Terminations by Month KPI

Terminations

Month	Terminations
11-1-2011	1
11-2-2011	0
11-3-2011	1
11-4-2011	1
11-5-2011	2
11-6-2011	1
11-7-2011	3
11-8-2011	5
11-9-2011	3
11-10-2011	5
11-11-2011	5
11-12-2011	4
11-1-2012	5
11-2-2012	5
11-3-2012	5
11-4-2012	5
11-5-2012	5
11-6-2012	5
11-7-2012	5
11-8-2012	5
11-9-2012	5
11-10-2012	5
11-11-2012	5
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11-7-2029	5
11-8-2029	5
11-9-2029	5
11-10-2029	5
11-11-2029	5
11-12-2029	5
11-1-2030	5

Open Requisition Counts by Location

Open Requisitions

Location	Count
CHICAGO	1
NEWYORK	3
ACME	9

Avg Hrs Training by Distribution

Avg Hours Training

Department	Avg Hours
BROAD	43.78
Client Services	28.75
Consulting	80
Corporate	130.8
Sales	40

CONFIGURABLE TOOLSET

- Unlimited number of metrics
- Switch between graphical and grid displays
- Schedulable calculation of KPI values
- Automatic alerts if KPIs fall outside tolerance limits
- Interactive, drill-down analyses
- Configurable launch pages with KPIs and metrics

PRE-DELIVERED ANALYTICS AND KPIs

- Dozens of pre-defined analytics and KPIs
- Each is customizable
- Additional analytics are continually delivered

SERVICES

- Advanced metrics and analysis screens
- Toolset training
- General HR analytics, statistics, and modeling training
- Structured PDS issue-to-solution consulting cycle

PDS offers training on the toolset as well as on general HR analytics, statistics, and modeling to enable users to thoroughly understand the capabilities of the analytics module and how to leverage the valuable data within their own HRMS to increase the return on their human capital investments. Participants in the training will be eligible for HRCI credits.

ABOUT VISTA HRMS

Vista Analytics is an add-on component for **Vista HRMS**, PDS' award-winning, feature-rich, completely integrated HR, benefits, payroll, recruiting, time & attendance and self-service software application. Vista HRMS enables organizations to minimize the time invested in administrative HRMS/payroll activities by streamlining and automating those processes, and facilitating strategic decision-making capabilities.

