

# Analytics

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

The data in Vista® is a goldmine of valuable information. Utilizing our add-on Analytics component, you can turn your HCM data into *actionable* information and 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.

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

## 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 HCM to increase the return on their human capital investments. Participants in the training will be eligible for HRCI credits.