

## HR AND PEOPLE ANALYTICS

HR and People Analytics services include the following capabilities:

- View multiple pre-built global reports and dashboards on demand.
- Display consolidated and consistent data in multiple chart types to gain actionable workforce insights.
- Create, edit, update, and print reports and dashboards using drag & drop functionality.
- Gain up to the minute management insights of workforce through comprehensive analytics.
- Perform drill down and what-if analysis; answer HR questions at the touch of a button; identify root causes of HR weaknesses quickly and easily.
- Monitor key metrics and indicators for your entire workforce in executive dashboards.
- Provide corporate, regional and functional scorecard for an at-a-glance overview of your entire business.
- Get up-to-the-minute information with one-click dashboard refreshment removing the need for constant reworking of spreadsheets.
- Schedule reports and dashboards to be sent to executives and managers across the business keeping them informed.
- Enable managers to subscribe to reports notifying them of exceptions or conditional circumstances such as high absence levels.
- Spot potential business problems before they occur with early warning systems reporting.
- Enable rapid identification of trends using charts, tables, and other graphics with easy-to-use data visualization tools.
- Create customized dashboards for different managers and functions so they are fully informed as to employee and workforce related matters.
- Provide managers with reports and dashboards in the Workforce Experience portal.
- Supports US compliance and regulatory reporting requirements such as Equal Employment Opportunity (EEO), Occupational Safety & Health Administration (OSHA), the Department of Labor Veterans' Employment and Training service (VETS) and the Office of Federal Contractor Compliance Programs (OFCCP).
- Combine your HR data with information from other internal and external systems using the system's Analytics. Previously unrecognized patterns and trends can be visualized using the latest dashboard designs, while powerful predictive analytics can enable you to resolve potential problems such as flight risk.
- Make reports available on mobile devices for managers on the go.

For more information visit [www.sagepeople.com](http://www.sagepeople.com)

