sage People
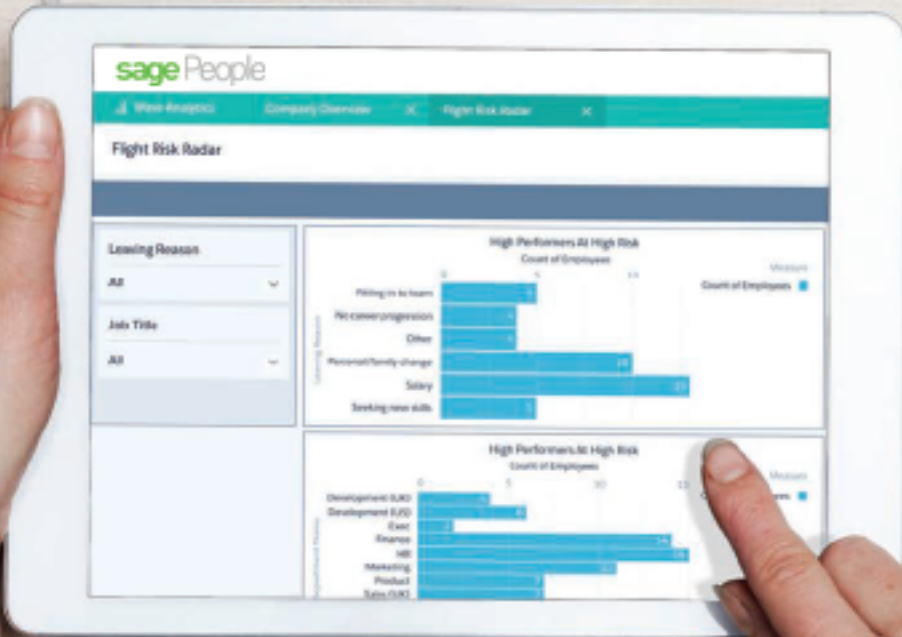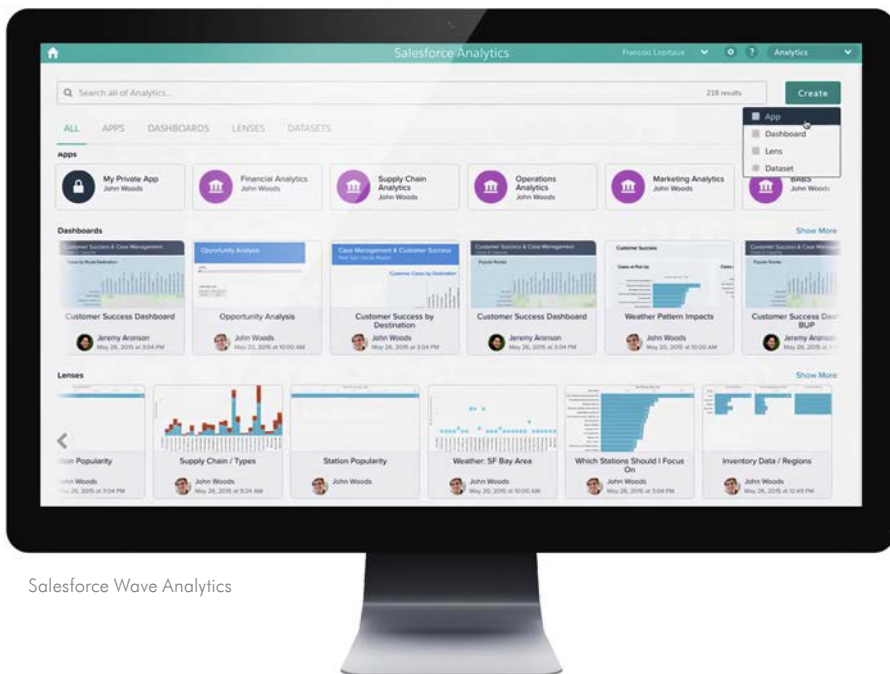
PEOPLE ANALYTICS

PRODUCT SUMMARY

Organizations have long been able to access simple HR reporting, dashboards and analytics through HR systems and applications. Now, Sage People (formerly Fairsail) offers a new and advanced solution - powered by Salesforce Wave Analytics - that legacy HR analytics can't match.

More and more mid-market organizations are becoming people companies and business leaders are realizing that they need to know as much about their people as they know about their customers. New roles, such as people scientists, are emerging that need the right tools to provide a more complete understanding of the modern workforce. How can people in these roles answer the critical questions that will help them to succeed?

Sage People People Analytics is a cloud, data-driven approach to achieving the best out of global workforces. It is the first HR system on the Salesforce App Cloud to leverage Salesforce Wave Analytics, a cloud-based data platform with sophisticated data-analysis and visualization, enabling organizations to build data sets that aggregate and present data from multiple internal and external sources.

Managers can now gain improved workforce visibility and be better informed when making decisions about their people with previously unrecognized patterns and trends now identifiable. Predictive insights can be gleaned from analysis of HR information combined with data from a range of other internal sources including CRM, IT and Finance, as well as publicly available external data such as social profiles, credit ratings, military service, and tax records.

Salesforce Wave Analytics

Instant data driven decisions

Sage People People Analytics is a purpose built HR and people management app, which transforms the way organizations use data and analytics to make informed decisions about global workforces.

Results on demand

Sage People is built on the Salesforce App Cloud and native integration means you are up and running quickly, with the speed, scale and security of Salesforce. There is no need for IT to be involved with access, integration or data management.

Smarter and better connected

Sage People People Analytics connects HR data to other Salesforce data, such as Sales Cloud or Service Cloud, as well as other internal applications such as finance systems, and external systems such as social profiles. Dynamically explore information from different sources, review key performance indicators, and spot trends and patterns.

Answers in context

Give teams the data they need but with the necessary context to help find relevant answers to key questions. Use this information with confidence so immediate action can be taken, moving business forwards at the speed of now.

Accessible from any device

Sage People People Analytics is designed for mobile and optimized across every device, for both Android and iOS. Enable leaders to slice and dice information from anywhere, anytime and any place, giving access to key information while on the go.

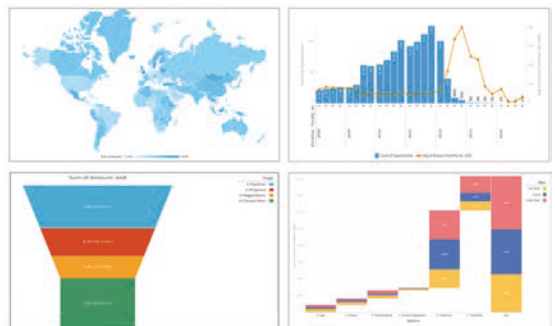## Powerful advanced analytics

Sage People enables organizations to take advantage of advanced integration, visualization and dashboards to provide more complete information about the people that comprise a workforce. As work teams become more hybrid, consisting of blended groups of full time, part-time, contingent workers and 'gig' contractors, data from multiple sources is needed to better manage and engage people.

Integration with leading platforms

Sage People People Analytics provides organizations with the ability to supplement existing HR data stored in Sage People with additional data from other external systems, including leading integration platforms from Informatica, IBM, Snaplogic, Mulesoft, and others.

Rich visualization

Provide better insights through richer visualization of workforce data by presenting information on combo, funnel, and waterfall charts or by superimposing data on thematic or chloropleth maps.

Fairsail [now Sage People] People Analytics provides HR and business leaders with the means of becoming a People Company"

Contextual dashboards

Dashboards can be embedded to provide a fast, reliable, convenient and broad view of workforce data to give managers and employees a consistent view of data and access to new insights.

Sophisticated solutions

Sage People enables companies to benefit from more advanced people analytics. The Flight Risk Radar shows the location of potential high risk leavers, the impact of their leaving the company such as risk and cost, comparisons of the real versus perceived reasons for their leaving, or identify clusters of leavers because of a specific issue, for example an under-performing manager.

It's easy with Sage People

Sage People People Analytics provides HR and business leaders with the means of becoming a People Company by making it easy to use the power of analytics to connect all kinds of data and information about global workforces into one set of easy to use, integrated, state of the art dashboards, charts and reports.

Explore data with ease, identify new trends, spot previously unrecognized patterns, gain predictions, and present these findings in intuitive charts which make insights easy to understand. Transform the way workforce data is used to gain a clearer understanding of your workforce.

Find out how to improve productivity, drive engagement and reduce attrition, using Sage People People Analytics to help make advanced, data driven decisions about your people today.

For more information visit www.fairsail.com/sage-people or contact us at