



Workforce Analytics

Your HR Big Data Solution to Enable Effective Decision Making

Do you make decisions about your people with the same rigor and confidence as your decisions about money, customers, technology or business opportunities? Do your analytics contain stories and insights that readily communicate results and action to your executives? Do you know how you compare to other companies in your industry or region?

What if you could confidently answer...

- What is our actual headcount?
- What is our profit per employee? Is it going up? How does it compare to our competitors and industry leaders?
- Which business units or regions have the highest or lowest goal achievement percentage? Why?
- What is our voluntary turnover rate among top performers and how does that impact our ability to meet our strategic goals?

SAP SuccessFactors Workforce Analytics provides concrete and actionable insights on workforce data to drive your business strategy today and help you plan for the future. You can take advantage of over thirty years of field experience and research to accelerate the positive impact it can have in your organization.



Use Headlines to tell the manager precisely what they need to know.





Uncover powerful insights across your integrated people and business data with compelling visualizations, standardized metrics and world-class benchmarks

SAP SuccessFactors Workforce Analytics helps organizations:

- **Understand what's happening in your workforce and why** – Powerful, easy-to-use drag and drop interface allows you to correlate multiple data streams (core HR / talent data with financial / CRM / survey data) and analyze across measures and dimensions – all in one location.
- **Hone business strategies** – Identify the leading indicators of organizational effectiveness and formulate action plans to achieve your corporate goals.
- **Improve workforce profitability** - Create targeted initiatives based on empirical evidence, not “gut feelings”.

Proven Solution that Delivers Results

With SAP SuccessFactors Workforce Analytics you can leverage the technology and expertise of the recognized leader in global workforce analytics and workforce planning to accelerate your organization's understanding of big data in HR and use of strategic workforce data to drive business impact with:

- **Trusted, integrated data foundation** – Focus discussions with business leaders on opportunities and action plans rather than trying to defend the accuracy or completeness of your data. Relate information to what the organization is doing as a whole by correlating core HR and talent data with financial, CRM and survey data.

- **Well understood metrics and definitions** - Create a consistent language for discussions across the organization using SuccessFactors 2,000 pre-defined metrics and measures.
- **Unparalleled benchmarks** – See how you stack up against your peers by industry, revenue, location, etc.
- **Curated Content for HR** – With over 600 person-years of unique HR content and research, SAP SuccessFactors Workforce Analytics will guide you as to which metrics are relevant to your business, why they matter and recommended strategies proven to deliver positive outcomes.
- **Customer Community** – Share insights and best practices with other customers to learn and evolve your use of strategic workforce data.

Advanced Analytics, Insights and Impact

Advanced capabilities of SAP SuccessFactors Workforce Analytics include:

- **Metrics and Benchmarks** – The most complete and reliable workforce benchmarking database in the world sourcing from real transactional data, not error-prone self-reported surveys. Consistent definitions and bench- marks can be viewed by dimensions such as gender, age, and ethnic background or by job characteristics such as function, tenure, or salary.

- **Headlines** – The system continually mines HR and talent data across the organization, finds pain points and hot spots relevant to each manager, and presents custom alerts to individual managers in common language, to highlight specific areas of concern.
- **Question Driven Analysis** – Use predefined questions to arrive at analysis and benchmarks, answer common and critical human capital questions, and drill to detail to understand root causes, trends, hotspots or inefficiencies.
- **Talent Flow Analytics** – Simplify the measurement of complex organizational mobility in one simple visual across workforce segment, business unit, location or job family. Modeling capabilities help you understand how the movement of talent impacts hiring decisions, cost models, career-pathing initiatives, succession plans, and risk management.
- **Analytics Workspace** – Analyze trends across multiple measures and dimensions using powerful, yet easy-to-use drag and drop interfaces. Apply fundamental statistical methods readily, including scatterplots, significance tests, correlations, regressions, and multiple comparisons. Gain deeper insights with a one-stop analyses shop.
- **Report Designer** – Generate your own reports and dashboards in PDF, Word, or Excel. Set distribution schedule for PDF version as needed.
- **Ad Hoc Reporting** – Create transactional queries in real time with pivot tables and charts with rich graphic styling, and the ability to drill to employee level.
- **External Data Sources** – Analyze not just HR and Talent data, but connect to and correlate data from across HR, business- and operations system (ERP, CRM, survey data, etc.), to gain a unified view of the impact of HR programs on business performance.

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