

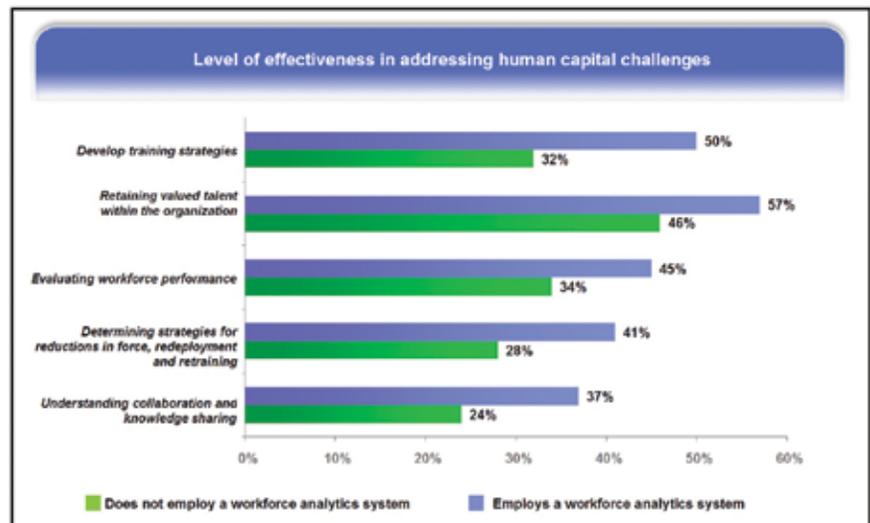
IBM Cognos 8 Workforce Performance

Faster Insight, Smarter Workforce Decisions

Overview

Workforce analytics play an increasingly important role in addressing critical human capital challenges in today's economy.

IBM Cognos® 8 Workforce Performance provides simplified access to data from multiple sources for consistent analysis and reporting. It delivers better analytic capabilities, better capacity to manage the workforce, and enables HR organizations to take a more active role in driving corporate business strategy.



APQC, *Getting Smart about the Workforce: Why Analytics Matter*, February 2009

Globalization, mergers and acquisitions, a graying workforce—and the most challenging economy in decades—have all had a significant impact on the way HR professionals do their jobs.

In the fall of 2008, benchmarking firm APQC, in cooperation with IBM, surveyed more than 400 human resource professionals on how they are using analytic software to manage their workforces more effectively in today's economy.

The resulting study, *Getting Smart about the Workforce: Why Analytics Matter*, identified best practices and opportunities for organizations

to improve their overall workforce performance. A key finding was that the adoption of workforce analytics software helps managers improve the quality of their business decisions and increases HR's standing as a strategic business partner within organizations.

In fact, the study statistics showed consistent, double-digit differences in the level of effectiveness in addressing human capital challenges between organizations with workforce analytics and those without.

IBM Cognos 8 Workforce Performance is a packaged BI application with configured reporting and analysis that

helps HR organizations quickly meet their business challenges head on. IBM Cognos 8 Workforce Performance delivers the analytical power and insight that HR organizations need to provide answers on the following key performance drivers:

- Aging workforce
- Top talent retention
- Workforce visibility
- Strategic diversity
- Multi-generational workforce
- Talent retention

The Value for HR

IBM Cognos 8 Workforce Performance provides insight into workforce strength and the acquisition, development, and retention of talent, as well as complex issues such as employee performance and compensation. It offers a standard approach to reporting and an easier method of analyzing workforce performance.

With packaged reports that utilize leading indicators to analyze workforce performance from different systems, IBM Cognos 8 Workforce Performance gives executives, managers, business analysts and HR specialists consistent reporting and analysis that can evolve with their organizations' changing business imperatives. And it provides packaged reports with filtering and drill-through capability in key areas to support reporting, analysis, and fact-based decision-making.

The Value for IT

IBM Cognos 8 Workforce Performance is a configurable application that snaps into your existing technology environment, simplifying the delivery of relevant and reliable information on HR issues. It transforms operational data from your human resource management systems (HRMS) into actionable information. Executives and HR professionals can quickly get standard reports from PeopleSoft, Oracle, SAP and other HRMS applications and data sources.

As the application transforms the data, it adds business value by calculating additional business information and key performance indicators that don't exist natively in your HRMS. It automates and streamlines the management of report and analysis changes, eliminating much of the substantial coding, customizing and interpreting of data required by other vendors' solutions. This ensures that business users have access to continuously relevant reporting content that is capable of adapting to changing business and market conditions.

Better Capacity to Manage the Workforce

The greatest benefit of IBM Cognos 8 Workforce Performance lies in its capacity to help HR professionals better manage their workforce. (In the APQC study, 76 percent of respondents cited "better capacity to manage

the workforce" as the top benefit of workforce analytics.) It enables accelerated decision making, using packaged BI that can adapt to evolving workforce business imperatives.

The key characteristics that deliver this value are:

Packaged business Intelligence:

- Translates workforce data into business insight and assists in formulating strategy with a wide range of packaged reports
- Enhances the strategic insight of HR at all levels with standard analytic reports
- Increases manager productivity by accessing workforce performance information quickly
- Accesses and distributes uniform workforce metrics enterprise-wide

Adaptable:

- Automates the configuration of reports and adds new content to meet the organization's changing workforce requirements
- Completes reporting changes quickly - in minutes, not months
- Minimizes IT's role in the management and configuration of new reports
- Ensures that packaged content remains continuously relevant to new business conditions

Open, enterprise-class platform – IBM Cognos 8:

- Provides easier administration for IT with an industry-leading BI platform
- Configures reporting changes in one environment
- Leverages your investment in IBM Cognos 8 to optimize the performance of your organization

IBM Cognos 8 Workforce Performance gives organizations faster insight into the performance of their workforce. By taking HR data from multiple sources and putting it into a readily consumable format, this solution can quickly and easily provide executives and managers with more complete insights into key human capital issues—satisfying the need for the right HR answers without overburdening your IT department.

Supported ERP Versions

IBM Cognos Workforce Performance is available with source connectors for many versions of PeopleSoft Enterprise, Oracle, and SAP ERP systems. It can also be tailored for use with other source systems.

About IBM Cognos BI and Performance Management:

IBM Cognos business intelligence (BI) and performance management solutions deliver world-leading enterprise planning, consolidation and BI software, support and services to help companies plan, understand and manage financial and operational performance. IBM Cognos solutions bring together technology, analytical applications, best practices, and a broad network of partners to give customers an open, adaptive and complete performance solution. Over 23,000 customers in more than 135 countries around the world choose IBM Cognos solutions.

For further information or to reach a representative: www.ibm.com/cognos

Request a call

To request a call or to ask a question, go to www.ibm.com/cognos/contactus. An IBM Cognos representative will respond to your enquiry within two business days.



© Copyright IBM Corporation 2009

IBM Canada
3755 Riverside Drive
Ottawa, ON, Canada K1G 4K9

Produced in Canada
March 2009
All Rights Reserved.

IBM, and the IBM logo are trademarks of International Business Machines Corporation in the United States, other countries or both. For a complete list of IBM trademarks, see www.ibm.com/legal/copytrade.shtml.

Other company, product and service names may be trademarks or service marks of others.

References in this publication to IBM products or services do not imply that IBM intends to make them available in all countries in which IBM operates.

Any reference in this information to non-IBM Web sites are provided for convenience only and do not in any manner serve as an endorsement of those Web sites. The materials at those Web sites are not part of the materials for this IBM product and use of those Web sites is at your own risk.