IBM Cognos Performance Manager Demo
Human Resources Transcript

Now you can improve performance and create more significant and sustainable business advantage than ever before.

A new best-practice decision-making approach from IBM breaks corporate performance into specific business functions, each containing information sweet spots that can transform companies from being middle-of-the-pack to industry leaders.

Better information is the vehicle that drives leadership-producing actions. Let's see how…

Human capital is your most valuable asset, yet it remains undervalued in many organizations. A big reason: Human Resources is consumed with administrative processes, such as payroll, benefits and sick leave – important needs, but not areas that create sustainable competitive advantage.

HR can contribute significantly more value by focusing on … Finding and keeping the *right* people … Training them with the *right* skills … Determining *right* quantities … Organizing them the *right* way … Ensuring competitive compensation… And advancing the *right* people into the *right* roles. IBM can help HR uncover the "*right*" answers to maximize performance. Let's take a closer look.

Imagine your attrition report shows employees leaving at a faster rate than targeted. Knowing that the problem exists is important, but it's more important to identify its cause. You quickly gauge current metrics that influence attrition, noticing that training costs are trending positively during this period of high attrition. You also see that recruiting expenses are beginning to rise.

Drilling further, you find that most people are leaving voluntarily, not due to health, transfers or other external reasons. Continuing to dive into greater detail, you discover that over half left due to lack of training and growth, or due to lacking proper job tools.

You now have actionable knowledge about the problem. Digging even further uncovers the urgency of the situation – many of those leaving are "Star" rated employees – the very people you need most.

You also discover the problem is especially pronounced in Germany and Belgium.

You now know the answers to who, what, where and why. These answers empower you to resolve "how" – as in how to correct the problem.

To improve the situation, you add a trainer directly into your planning system while also increasing recruiting dollars to replace the employees who have left. The software automatically distributes those funds throughout the business units.

Similarly, HR data can also be monitored by other departments. For example, this sales manager scorecard clearly shows you're beyond the targeted loss of sales reps within a year of their hire dates, alerting you that further investigation is warranted.

Succession planning is another important HR function. Here you can correlate hire dates with job titles. Drilling into middle management levels, you can identify who has taken longer to ascend to those positions – are these people not keeping pace with others, or are they possibly overdue for promotion?

As you continue, several managers jump out as having taken more courses than others – personal initiative we want to encourage and reward whenever possible. You decide to follow-up to determine if they are in position for promotion and also to examine how you might replicate that behavior in others.

Exploit HR's unique position in your organization by empowering them to elevate the contribution of your most valuable resources – your employees. HR simply needs the right tools for the job. The IBM Cognos performance management solution enables HR to uncover the knowledge required to transform organizational performance.

Select the onscreen link to discover the potential of Performance Management for your organization! Attend a Performance Management Experience Workshop or email us for additional information.