

IBM and the IBM Cognos Workforce Performance Appliance

Efficient, effective human capital management

Overview

Globalization, a challenging economy, a competitive labor market, and a more fluid workforce have all had a significant impact on the way that HR executives do their jobs. A graying workforce, mergers and acquisitions, and new business channels have also made the HR field more complex. These factors have changed the way HR professionals need to collect data and report on the status of mission-critical workforce issues and initiatives. This is the challenge, but resources that help the IT department provide this insight have been slim.

The solution is the IBM Cognos® Workforce Performance Appliance. This new offering enables HR professionals to respond to these challenges through a complete,

preconfigured solution that snaps into your existing Human Resources Management System (HRMS).

By simplifying the creation, delivery, and maintenance of workforce analytics, the Appliance provides complete visibility into key workforce measures — including headcount and turnover, compensation and incentives, and talent segmentation and ratings — to help your organization improve its management of human capital. By implementing the Appliance, IT can cost-effectively satisfy the need for key workforce measures and provide business users with comprehensive, timely and accurate information on their most strategic asset—their people.

Technical specifications

The IBM Cognos Workforce Performance Appliance integrates the complementary and industry-leading products from IBM and IBM Cognos software and hardware into one end-to-end solution. By pre-configuring the appliance and providing all necessary source mappings and configuration support, the time to results is dramatically reduced. For busy HR departments this means answers in weeks, not months or years like competing solutions.

Features and benefits

The IBM Cognos Workforce Performance Appliance offers a comprehensive inventory of measures and workforce-related attributes in a fully conformed design that supports cross-organization reporting and analysis. It includes analysis across

- Employee demographics, positions, departments, business units, locations, and job codes.
- Staff turnover, terminations, voluntary and involuntary separations, and transfers.
- Paycheck data, earnings, and deductions.
- Benefit programs and plans.

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- Employee expenses, employer benefit expenses, and taxation.
- Employee reviews and performance.
- Sick leave, family leave, and vacation status.

Feature overview

The IBM Cognos Workforce Performance Appliance transforms operational data from your Human Resources Management System (HRMS) into actionable information. Based on your selected business content configuration, pre-constructed HRMS source connectors and a superior business intelligence layer with packaged reports and analysis accelerate the time to results. As the application transforms the data, it adds business value by calculating additional business information (for example, end dates) and key performance indicators that don't exist natively in your HRMS.

Both transaction and summary level data are stored in the data warehouse component of the Appliance, letting you drill down and get the details. You gain value and reduce the time required at every step: modeling the problem, preparing the data, and analyzing and delivering insights.

What this means to IT is that deployment, maintenance and day-to-day operations are integrated, automated, and simplified. For example, there is no need to write ETL code to extract the data: that

code is generated for you after you identify the data that you need in the data warehouse. There is no need for conventional report writing either—the IT department can just configure and generate reports. This delivers a huge time and cost saving for your organization, while making you more responsive to changing business needs.

The Adaptive Applications platform

The IBM Cognos Workforce Performance Appliance is delivered on the IBM Cognos 8 Adaptive Applications platform. This platform

- Accelerates the delivery of relevant and insightful management information to the business.
- Seamlessly integrates with other IBM Cognos 8 Analytic Applications to support changing business needs.
- Reduces the costs typically associated with conventional methods used to meet organizational information needs.

Features of the platform include:

- Packaged best-practice Workforce Analytics content to support role-based reporting and analysis.
- Prepackaged operational source system connectors and application mappings.
- Upgradeable to future version releases in other domain areas.
- Role-based content configuration capabilities.

- Application content lineage reporting to ensure a single version of the truth.

Why choose the Workforce Performance Appliance?

The IBM Cognos Workforce Appliance means:

- **Rapid time to value** thanks to a configure-over manual coding approach that automates the delivery of actionable information from your core HR management system. This approach delivers business value in days or weeks versus the high risk and cost approach of other solutions.
- **An end to business latency.** Changes can be shown in minutes or hours, rather than needing weeks and significant cost to meet changing business needs.
- **Simplified control** through a single interface over all aspects of application management.
- **Easy extensibility** as requirements, environments, and users grow and change.
- **An audit trail** tracing all information to the source data, so that managers and executives can always be sure they are sharing a common understanding of information.
- **Lower risk** from a configurable pre-packaged solution that incorporates best practices.

With easier administration for IT, the IBM Cognos Workforce Performance Appliance finally gives organizations a single version of the truth for human capital management. Human resources executives, managers, and line managers are provided with a complete view of employees, compensation and benefits, demographics, performance, and more—satisfying the need for the right HR answers.

Why choose IBM Cognos solutions?

The deployment of mission-critical solutions dictates the use of dependable partners. IBM Cognos performance tools rest on the joint expertise and technology of partners that have proven track records for delivering unmatched project success. Specifically, IBM Cognos solutions provide:

- A best practice business intelligence infrastructure leveraging a proven architecture, open standards, and associated components
- Information management and business intelligence experience to thousands of customers
- Rapid project implementation as a result of pre-integration and testing of associated components.

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.

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