

# IBM Cognos 8 Workforce Performance for government

## Workforce as strategic asset

Many organizations struggle to get timely, accurate information on their workforce. Even getting a simple measure such as headcount can be hard work, and the result can be suspect. So the spectre of complying with the President's Management Agenda or the Government Performance Results Act (GPRA) in the U.S. and other such programs demanding more transparent, private-sector style government operation, can be daunting.

It is in this atmosphere that organizations are looking to their most important asset and largest cost: their workforce. The HR department that can answer key questions about the workforce is a strong strategic asset in its organization. How will the impending skills gap affect your ability to meet objectives? Are your employees properly equipped to work toward agency success? Are you able to capture and manage the total costs of compensation, particularly when you include benefits? If you do not have the strategy and tools in place to answer these key questions, IBM Cognos 8 Workforce Performance software can provide both.

### **IBM Cognos 8 Workforce Performance**

IBM Cognos 8 Workforce Performance is an analytic application based on IBM Cognos 8 Business Intelligence software that gives your organization accurate, timely, and consistent information about your workforce. With access to critical information, you can get visibility into your HR data from summary to detail. Over 100 measures and 1,000 workforce-related attributes contribute to the reports and analyses that inform your agency's unique strategy and objectives.

Key measures and reports let managers make better, timelier decisions. Start from these reports and follow pre-defined paths to navigate the rich pool of employee data to find the answers you need. Move beyond a headcount snapshot and see headcount trends over time—by department, location, and job family. Back up your practical decisions

with real data on turnover, compensation, talent segmentation, ratings and other critical data on human capital. Receive regular automated or on-demand reports throughout the organization.

### **Easily access workforce information**

Get a clear picture of headcount and turnover by location, department, or job family. Understand employee demographics, positions, departments, business units, locations, and job codes. Get a handle on staff turnover, terminations, voluntary and involuntary separations, and transfers.

### **Manage compensation and benefits**

Quickly access data on paychecks, earnings, and deductions. Understand any exposures you may have through overtime or vacation carry-over. Analyze employee benefit expenses, employer benefit expenses, taxation, and leave.

### **Manage retirement and succession planning**

IBM Cognos 8 Workforce Performance lets you put together a picture of who in your organization will be retiring soon, based on leading indicators of retirement, the impact of accrued vacation on retirement dates, and other factors. Understand what skills you will lose through retirement, and how skills needs will change over time as new technologies are introduced. Whether the aging workforce creates a skills gap or simply opens opportunities for the younger workforce, you'll be in a good position to manage the transition.

### **Match organizational skills to agency success**

Whether in the context of succession planning or simply to align skills with your agency mission, IBM Cognos 8 Workforce Performance helps you discover skills gaps within your organization and fill them through training, mentoring, on-the-job experience, or recruiting.

## Recruit the right employees

Cognos, an IBM company, helps you cost-effectively find the right people in the shortest time possible. Understand where recruitment can help you meet agency objectives. Build the profile of the ideal candidate for any given job through access to employee reviews and career histories.

## Bring recruits in quickly

The time between recruitment and the first day on the job, or “on-boarding” time, can be long, despite managers’ insistence on urgency. Understanding the factors that affect this delay—such as employee availability, office or equipment availability, or complexity of hiring practices—can help you accelerate this process.

## Retain the best employees

IBM Cognos 8 Workforce Performance can help you identify and keep the critical talent within your organization. Find attrition hot spots in your area and compare attrition among departments. Compare avoidable versus unavoidable separations and discover if there is a trend in where employees are going.

## Unite data from many different systems

Many agencies, especially those that are a combination of a number of bureaus and agencies, have HR data residing in a series of disparate systems. While many are trying to move to a single HRMS, silos of data still exist. Cognos helps you overcome this barrier and gain a single view of your human capital by extracting and marrying data from many different systems into one system. In this single view, dimensions such as employee or manager, and measures such as vacation and compensation, are consistent throughout.

Cognos delivers the software and services that help HR become a stronger strategic asset within your organization. With IBM Cognos 8 Workforce Performance you can align staffing needs with strategic goals, identify and retain the right people, align compensation and headcount plans with corporate priorities, and better face the workforce challenges of the next decade.

## About Cognos, an IBM company

Cognos, an IBM company, is the world leader in business intelligence and performance management solutions. It provides world-class enterprise planning and BI software and services to help companies plan, understand and manage financial and operational performance. Cognos was acquired by IBM in February 2008. For more information, visit [www.cognos.com](http://www.cognos.com)

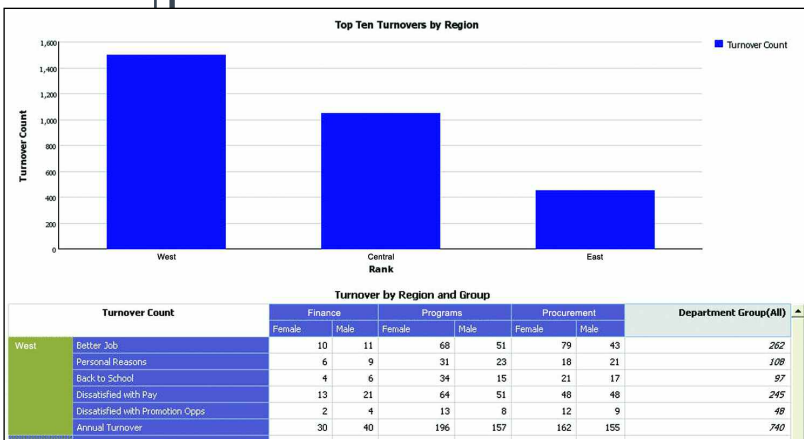
Over 75,000 U.S. federal government employees rely on Cognos to run more efficient, effective, and transparent programs. Cognos also helps state agencies in 40 U.S. states improve their performance.

### ? For more information

For more information on Cognos solutions for government, please visit [www.cognos.com/gov](http://www.cognos.com/gov).

### 📞 Request a call

To request a call or ask a question, go to [www.cognos.com/contactme](http://www.cognos.com/contactme). A Cognos representative will respond to your enquiry within two business days.



## Comply with legislation

IBM Cognos 8 Workforce Performance provides the right framework for compliance with legislation such as Equal Employment Opportunity and the President’s Management Agenda in the U.S. Any legislation engenders a host of reporting requirements, all easily managed through IBM Cognos 8 Workforce Performance.