

eVerge Group's Accelerated HR Analytics Implementation Solution

HR Analytics

EXPRESS

What is HR Analytics Express?

eVerge Group's HR Analytics Express is a rapid implementation solution that enables you to deploy HR Analytics quickly and economically.

Components of the solution include:

- Fixed Fee
- Readiness Checklist
- Proven Methodology
- Standard Project Plan
- Knowledge Transfer
- Project Data Lineage
- Pre-built Content:
 - Data Model
 - Metadata
 - ETL Adaptors
 - Dashboards and Reports

Department	Active Headcount	Mean Performance Rating	Compa Ratio
PCS Contact Center	2,729	4.23	0.86
PCS Engineering	1,520	3.66	0.97
PCS Human Resources	1,314	3.40	1.02
PCS Marketing	5,098	3.50	1.01
PCS Operations	8,868	3.20	0.99
PCS Sales	5,684	2.90	1.00



Oracle Human Resources Analytics provides the workforce information your human resources (HR) professionals and front-line managers need to analyze workforce staffing and productivity, and to better design compensation that rewards performance. Oracle Human Resources Analytics integrates data from a wide array of functional areas in HR and Finance, presenting the best tools available to better source high-quality applicants, and to reduce employee retention and absence costs.

Benefits of eVerge Group's HR Analytics Rapid Implementation

Workforce Insight — Monitor workforce demographics in line with your recruitment and retention objectives. Analyze efficiency of the entire recruitment process lifecycle, understand and prevent the drivers of employee turnover.

Targeted Workforce Development — Gain insight into the movement of top and bottom performers in the organization to engage and develop internal talent. Gain insight into learning demand by analyzing course enrollments by job, delivery methods, and organizations.

Improved Compensation — Understand how compensation impacts performance, ensure compensation is equitable and consistent across roles, and align variable compensation with your organization's objectives and goals.

Leave and Absence — Get a comprehensive view into employees' current, planned, and historical absence events; monitor absence trends as a predictor for employee engagement.

Better Understanding of HR Performance — Assess HR's overall performance and employee productivity using industry benchmarks such as revenue per employee, contribution per headcount, and return on human capital.

US Statutory Compliance — Monitor US EEO, AAP, and Vets100 compliance reporting.

Sample of HR Analytics reports:

Compensation

- Average Annual Compensation (by geography, job, pay grade, etc.)
- Overtime Expense Analysis
- Performance Rating and Rewards
- Departmental Compensation and Performance Analysis
- Pay and Performance Relationship
- Performance Rating Distribution
- Performance Rating Trend
- Bonus and Promotion Trend
- Total Compensation Trend

Human Resource Performance

- Employee Productivity
- Return on Human Capital
- Headcount Analysis
- Management Ratio Analysis
- Supervisor and Employee List
- Employee Expense Trend
- Headcount Trend

Retention

- Turnover Distribution
- Turnover Demographics
- Termination List
- Position Change Event Distribution
- Retirement Analysis
- Turnover Regional Analysis
- Turnover Trends
- Termination Detail
- Rehire and Retire Trends
- Position Change Trends
- Recent Regrettable Losses
- Top Performer Turnover Trend
- At Risk Top Performers

Workforce Profile

- Headcount by Region and Organization
- Headcount by Job Categories
- Termination and Headcount Demographic Comparison



4965 Preston Park Blvd.
Suite 700
Plano, TX 75093
972-608-1803
888-548-1973 (Toll Free)
www.eVergeGroup.com

