



VAYAM

HCM & HR Analytics

YOUR COMPETITIVE ADVANTAGE IN HIRING, RETAINING
AND MANAGING YOUR MOST VALUABLE ASSET – YOUR
EMPLOYEES!

Workforce Improvement through Analytics

- Why HCM & People Analytics by Vayam?
- HR and Workforce Challenges
- Our HCM & People Analytics Solution
- Demo and Integration Options

Why HCM & People Analytics by Vayam?

Vayam brings 20 years of HCM/HR software consulting expertise together with modern Business Intelligence know-how.

HCM CONSULTING

- Consultants to top global corporations
- HCM/HR cloud vendor experience
- Functional and Technical SMEs for HR systems

BUSINESS INTELLIGENCE

- Developers of thousands of reports and analytics
- Deep data engineering and integration experience
- Leading HCM Analytics & Business Intelligence App

HR and Workforce Challenges

Common HR & HCM Issues

HR & LEADERSHIP ISSUES

- Lack of visibility into employee's full life-cycle.
- Difficulty & cost in development and support of multiple HCM systems.
- Reliance on IT, Datawarehouse teams or 3rd party resources.
- Lack of strategic, data-driven workforce analysis.



Common HR & HCM Issues



HCM VENDOR ISSUES

- Limitations on analytic capabilities within vendor systems.
- Limited or no ability to report on data across vendors.
- Requires expensive 3rd party resources.
- Often requires expensive and time-consuming Data Warehouses.



The HCM & People Analytics Solution

The HCM & People Analytics Solution



HR & Leadership Issues

Lack of visibility into employee's full life-cycle.

Difficulty & cost in development and support of multiple HCM systems.

Reliance on IT, Datawarehouse teams or 3rd party resources.

Lack of strategic, data-driven workforce analysis.

HCM Analytics Solution

A single place to view all your workforce data.

Drive down costs and increase capabilities by utilizing HCM Analytics.

Analysts and HR can easily modify or create their own analytics without code.

Gain new insight with artificial intelligence or easy to understand, but advanced analytics

The HCM & People Analytics Solution



HCM Vendor Issues

Limitations on analytic capabilities within vendor systems.

Limited or no ability to report on data across vendors.

Requires expensive 3rd party resources.

Often requires expensive and time-consuming Data Warehouses.

HCM Analytics Solution

Gartner rated best-in-class analytic capabilities.

Bring together data across all your HR systems – see the complete employee lifecycle.

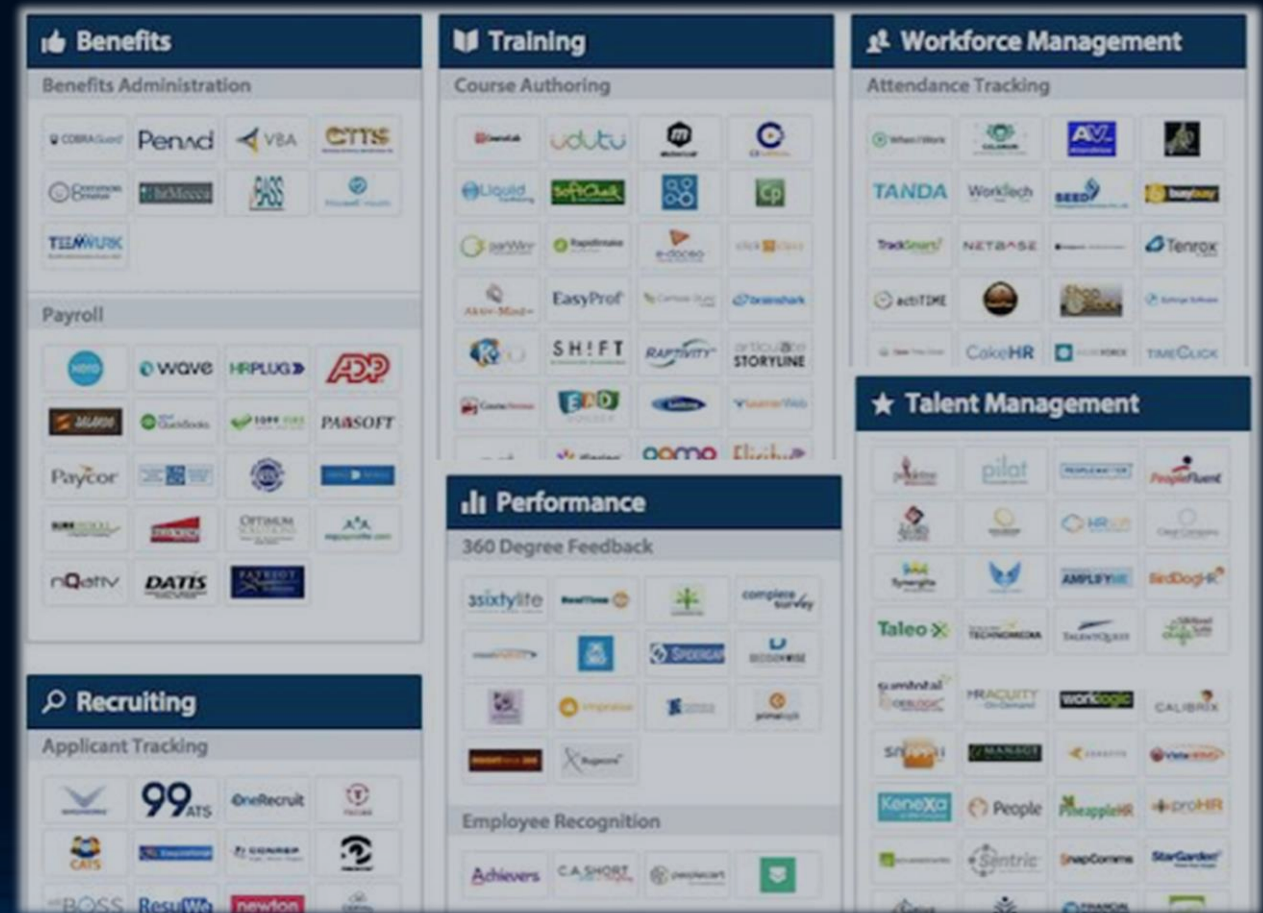
Analysts and HR can quickly and easily modify or create their own analytics without code.

Quicker & cheaper development than typical Data Warehouses.

The HCM & People Analytics Solution

Full Employee Lifecycle Analysis

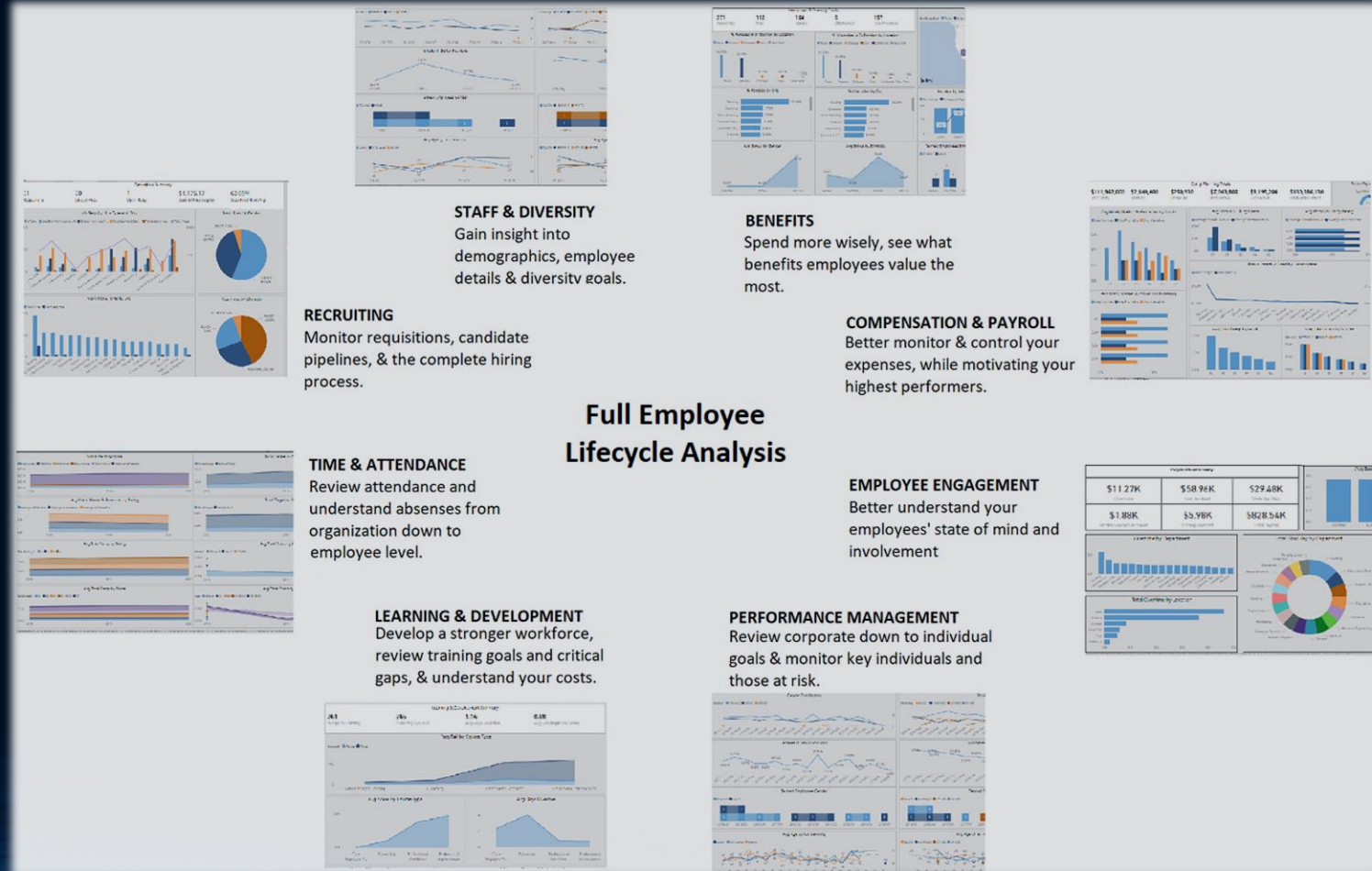
- Explore & analyze your valuable HR data in one place
- Integrated data from any vendor:
 - SAP
 - Oracle
 - Workday
 - Ceridian
 - Taleo
 - & many more



The HCM & People Analytics Solution

Full Employee Lifecycle Analysis

- View data across the entire employee lifecycle:
 - Recruiting/ATS & On-boarding
 - Learning/LMS
 - Development & Training
 - Compensation & Payroll
 - Performance Management
 - & more



The HCM & People Analytics Solution



Full Employee Lifecycle Analysis

Recruiting { analyze hiring goals, time-to-fill, channel effectiveness, turn-over, diversity analysis & more

Learning { analyze training costs, overdue training & certification, training effectiveness & more

Performance Mgmt { analyze performance vs potential, performance vs. comp, performance by org, grade & more

Development { analyze development deficiencies, competencies averages & more

Benefits { analyze enrollment status, benefit costs, benefit usage & supplier satisfaction & more

Compensation { analyze incentive target vs payout, avg increase by performance, demographic, or grade & more



The HCM & People Analytics Solution



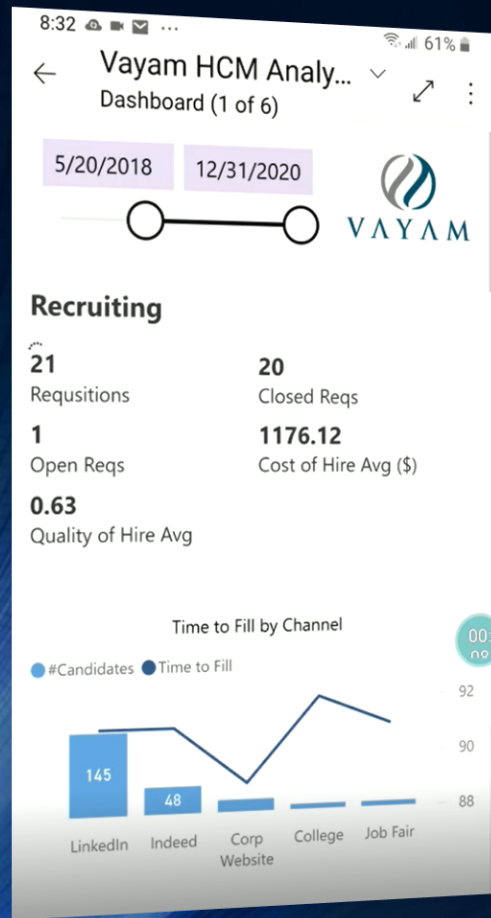
Advanced Workforce Analytics

- Stay on top with quick and vital dashboard metrics
- Monitor progress over time with our Trend views
- Dig deep into the data, down to employee-level when needed
- Easily customizable



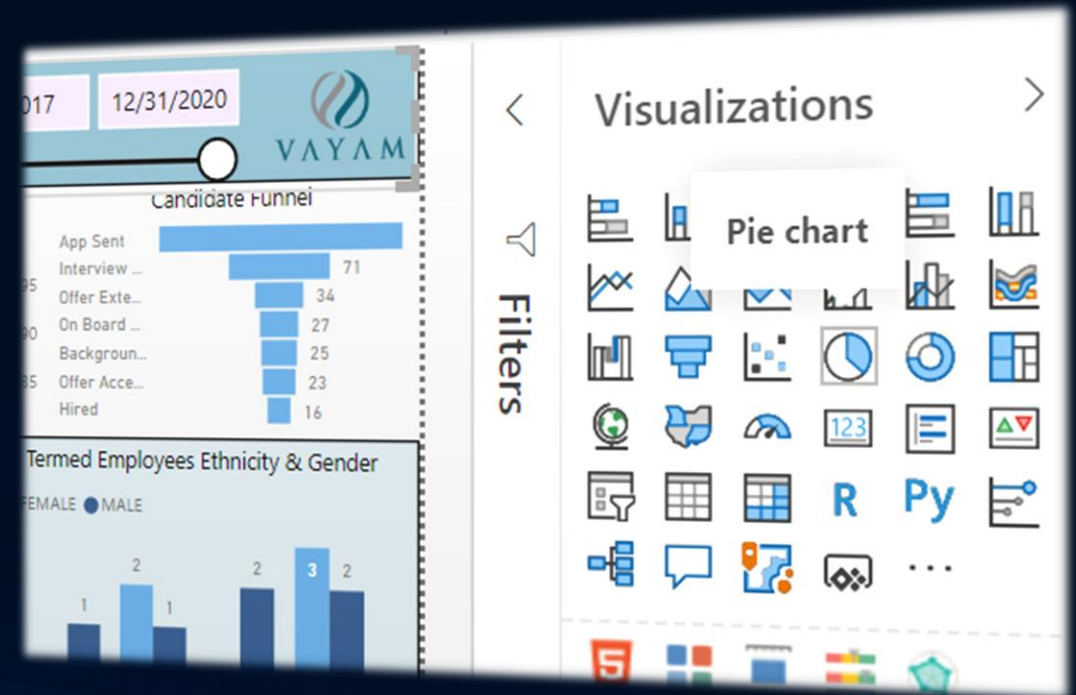
The HCM & People Analytics Solution

Advanced Workforce Analytics



Get crazy good analytics on your mobile too.

Don't like an analytic? Change the type or other properties with a click of a button.



The HCM & People Analytics Solution

Advanced Workforce Analytics

- Backed by Microsoft, built on the most powerful BI platform on the market
- Flexible hosting - cloud-based or on-premise
- Security tailored to your organization's needs
- Minimum IT required



Demo Options

Demo Options

There are 3 options for demos:

1. Demo now at <https://vayam-llc.com/hcm-analytics-demo>. This is our latest full-production version.
2. Download our Power BI app. Sign-up is free at <https://powerbi.microsoft.com/>. After sign-up, search for "HCM & HR Analytics by Vayam" and install the app.
3. Online demo by a Vayam rep – email us at sales@vayam-llc.com.

Integration Options

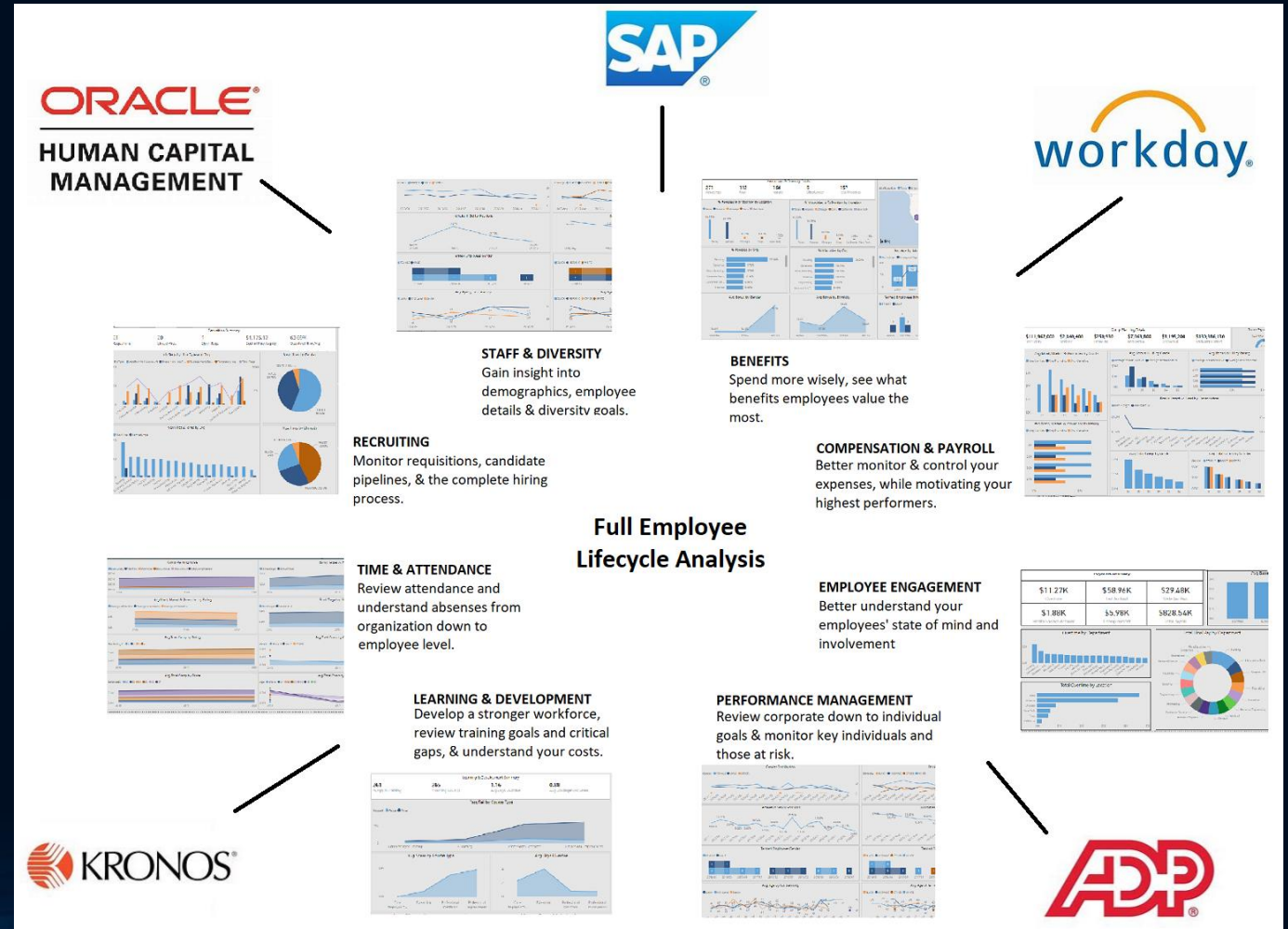
Integration Options

Integrated data from any vendor:

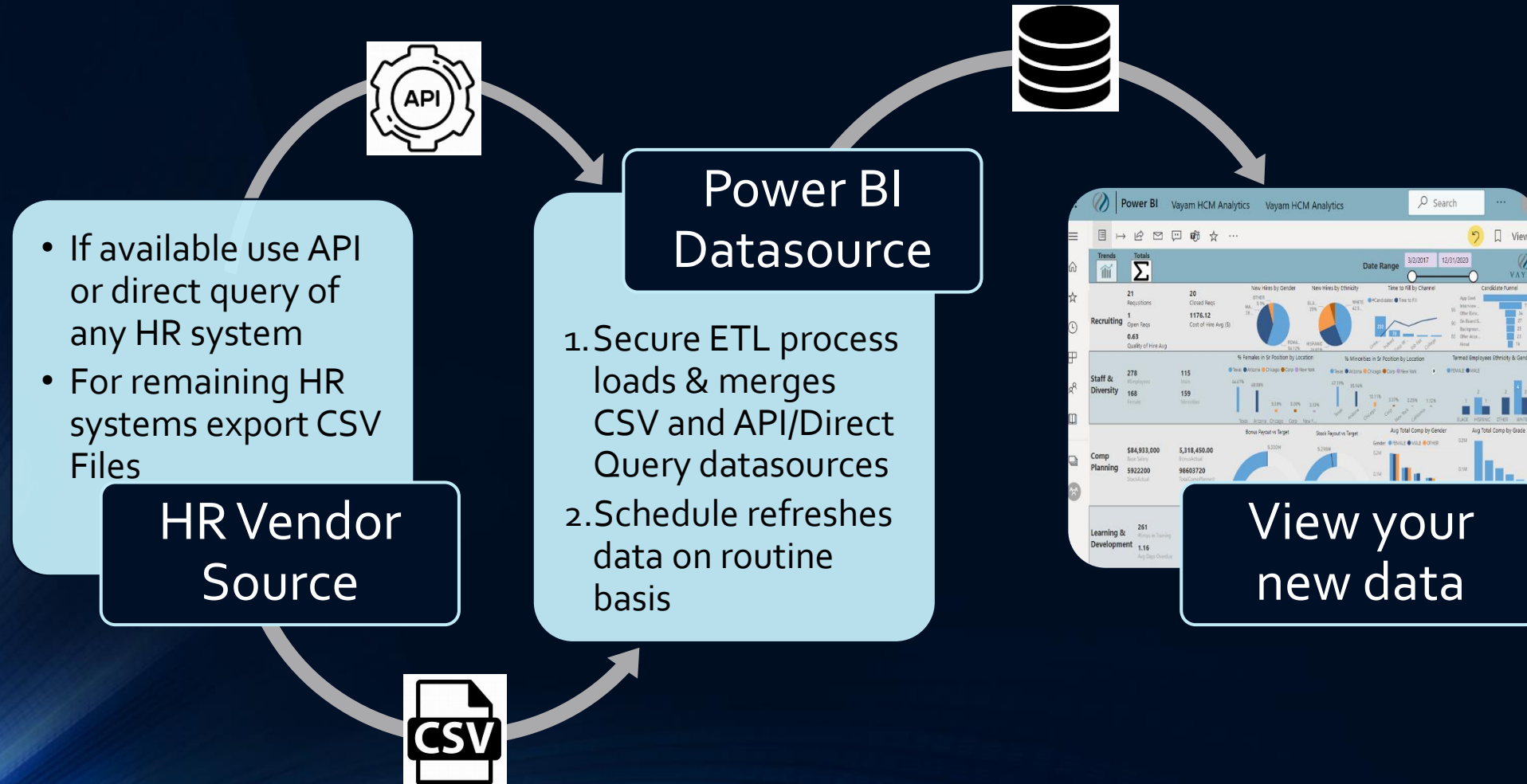
- SAP
- Oracle
- Workday
- Ceridian
- Taleo
- & many more

Two options are available:

- File-based
- Custom integration



Integration Options





VAYAM

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DEMO NOW [VAYAM-LLC.COM/DEMO](https://vayam-llc.com/demo)

OR

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