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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 timeconsuming Data Warehouses.





HCM Analytics Solution

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.

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





HCM Vendor Issues

HCM Analytics Solution

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.

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.



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

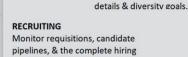




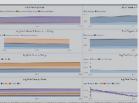
Full Employee Lifecycle Analysis

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





process.



TIME & ATTENDANCE Review attendance and understand absenses from organization down to employee level.

> LEARNING & DEVELOPMENT Develop a stronger workforce, review training goals and critical gaps, & understand your costs.

STAFF & DIVERSITY

demographics, employee

Full Employee

Lifecycle Analysis

Gain insight into





BENEFITS Spend more wisely, see what benefits employees value the most.

> COMPENSATION & PAYROLL Better monitor & control your expenses, while motivating your highest performers.



EMPLOYEE ENGAGEMENT Better understand your employees' state of mind and involvement

PERFORMANCE MANAGEMENT Review corporate down to individual goals & monitor key individuals and those at risk.







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

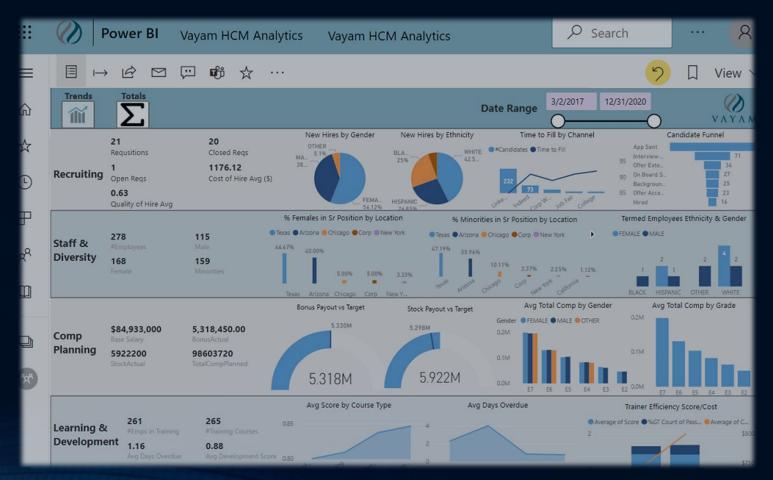
analyze incentive target vs payout, avg increase
by performance, demographic, or grade & more





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



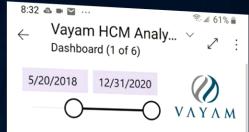


Advanced Workforce Analytics

90

College Job Fair

Corp Website



Recruiting

 21
 20

 Requsitions
 Closed Reqs

 1
 1176.12

 Open Reqs
 Cost of Hire Avg (\$)

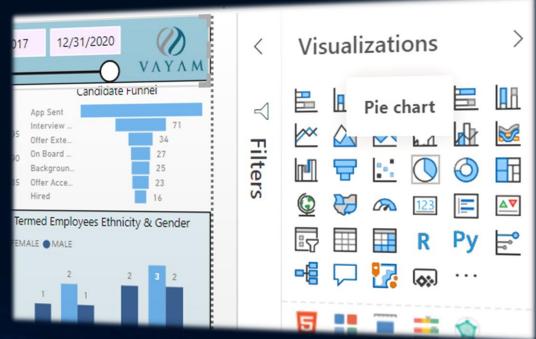
 0.63
 Quality of Hire Avg

 Time to Fill by Channel

LinkedIn Indeed

Get crazy good analytics on your mobile too.

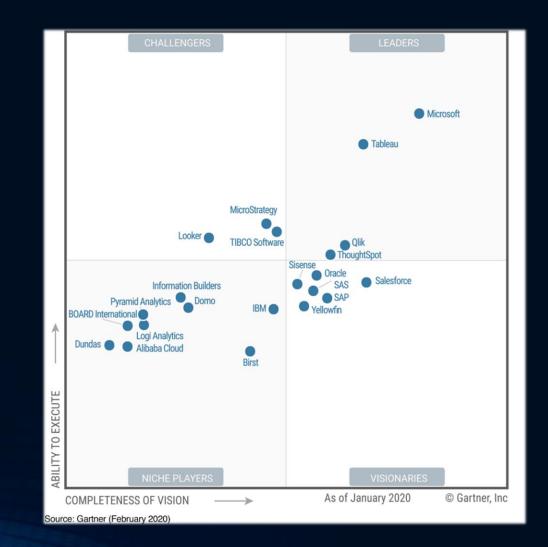
> Don't like an analytic? Change the type or other properties with a click of a button.





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 <u>https://vayam-llc.com/hcm-analytics-demo</u>. 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



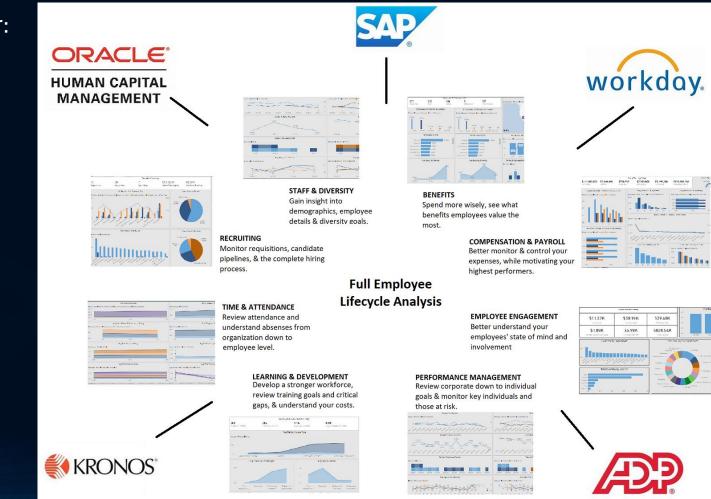
Integration Options

Integrated data from any vendor:

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

Two options are available:

- File-based
- Custom integration





Integration Options

- If available use API or direct query of any HR system
- For remaining HR systems export CSV Files

HR Vendor Source Power Bl Datasource

- 1. Secure ETL process loads & merges CSV and API/Direct Query datasources
- 2.Schedule refreshes data on routine basis



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HCM & People Analytics

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