

HR Analytics and Oracle Business Intelligence Enterprise Edition (OBIEE)

OVERVIEW

In today's current economic climate, increasing efficiency, improving performance and cutting costs have come to the forefront in many organizations' strategic directives. While most organizations have the data, they lack the ability to extract the necessary information to provide the required strategic directive and insight. With Oracle Business Intelligence Enterprise Edition (OBIEE), organizations can achieve the flexibility and functionality needed to meet the increasing demands for information. OBIEE is a web-based application that presents a unified view of the entire organization, utilizing and integrating data from multiple systems and sources in an easy to use, presentation-ready format.

The HR Dashboard allows users to get critical information for strategic planning and reporting, such as:

- Headcount (by region, department, location, etc.)
- Termination Trends
- Turnover Trends
- Position Changes
- New Hire Counts
- Salary Comparison Analysis
- *Any combination of HR related data*

The HR Analytics application utilizes metrics from the following areas: Compensation, HR Performance, Retention, U.S. Statutory Compliance, and HR Profile.

Emerging Solutions HCM experts will partner with your organization to assess your reporting needs and implement the OBIEE solution to address those requirements and key challenges that are identified. Throughout the process, our experts will also provide insight and direction to extract beneficial information from your organization's data.

Please contact Gina Marini for more information via email at gmarini@emergenow.com or phone 312.669.9600, x148.

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