LAWSON™

Workforce Analytics
Proving Value

Lawson® Workforce Analytics is designed to assist Human Resource professionals and executives in understanding the value of their human capital.

At-a-Glance

Using key human resource metrics, Lawson Workforce Analytics provides a complete solution for implementation of human capital analysis with quantitative metrics, empowering human resources professionals to easily measure the value of their HR programs and services.

Lawson has developed Workforce Analytics to provide Human Resource professionals with the means to strategically manage their human capital and quantifiably prove to senior executives what they have known all along:

Attracting, motivating, and retaining the right employees has a tremendous impact on revenue, and ultimately, the bottom line.

Human Resources Impacts Revenue

In terms of human capital management, HR departments have struggled historically to quantify the value that their function brings to an organization. They have needed a method for trading figures with the finance people, to speak their language.

Lawson Workforce Analytics provides a sound method for demonstrating the value of HR to non-HR people. HR professionals become more credible when they can present measurable data to justify budget dollars for strategic HR initiatives.

Equipped with the right tools, HR executives can now take their rightful place at the corporate table as serious business partners.

Human Capital Management

Human capital management involves the collection and maintenance of crucial HR and financial data and the technology with which to analyze it.

For instance, do you know your average revenue per Full-time Employee (FTE)? What about the percent of expenses that are compensation-related? What is your cost of exempt versus non-exempt hires? If you are able to produce this data, how long does it take? Is it accurate?

Metrics Impacting Your Bottom Line

Workforce Analytics automates the calculation of over 70 performance indicators (PIs) or measurements.

Select a particular performance indicator, and the measurement can be graphically displayed in multiple views such as bar graphs, spreadsheets and pie charts.

Some views include a special feature called "traffic lighting" that provides an immediate visual display of trouble spots highlighted in one shade, and areas doing well in another shade. Using a program supplied and powered by Lawson, the data is extracted at the aggregate level from your database. Data may be reported by your HR structure or general ledger structure. Once your data is extracted, it is loaded into a data mart, or multidimensional database.

View information by:

• Specific year

• Comparing one year to another

• Percentiles

All of the views are ready to use, requiring no special programming on the customer side. Workforce Analytics does the work for you.

Complete Solution

Lawson Workforce Analytics empowers HR professionals to easily measure the value of their HR programs and services. Performance indicators and views of your data are pre-built, eliminating the implementation cost and time to define measures and create presentations for the views. If you want to make changes to existing calculations or add additional performance indicators unique to your organization, you can easily do so without the intervention of IT staff.

Faster, More Confident Business Decisions

HR people want to be armed with the appropriate data to make informed decisions about their human capital, but getting access to the data has been cumbersome and time consuming at best. Even the most savvy HR departments institute a measuring system of one form or another, only to abandon it when reliability becomes a problem. Lawson Workforce Analytics ensures that your measuring system is reliable and one that you will continue to use well into the future.

Part of any successful business strategy includes close scrutiny of return-on-investment (ROI). The ROI is evident when you begin to analyze your corporate data and obtain an accurate picture of what strategies may or may not be working. All of this unfolds before you — all in real-time and only a login away.

Contact Lawson

For more information about Workforce Analytics and other Lawson business solutions, call 1-800-477-1357, direct at +1-651-767-7000, international at +44 (0) 134-436-0273 or visit www.lawson.com.

Corporate Headquarters
Lawson Software
380 St. Peter Street
St. Paul, MN 55102
United States
Phone: +1-651-767-7000
Product Literature:
1-800-477-1357
Fax: +1-651-767-7141

LAWSON™

www.lawson.com

SHR-SS973/1202
2000 UpFront, Mpls. MN
©2002 Lawson Software.
All rights reserved.

International Operations
Lawson Software
Trinity Court
Wokingham Road
Bracknell
Berkshire
RG42 1PL
United Kingdom
Phone: +44 (0) 134-436-0273
Fax: +44 (0) 134-486-8351