



Challenges

- Measure, manage, improve workforce performance.
- Recognize workforce strengths and vulnerabilities.
- Identify and secure the right talent.
- Work towards a common set of goals.



SAS® Human Capital Management

Optimize your workforce

In today's competitive marketplace, organizations must focus scarce resources on the strategies most likely to yield success. Your workforce represents your most critical and valuable resource. Proactively planning and managing this resource can be the difference between success and failure.

To protect your human capital investments you must develop business strategies based on sound analysis of ever-changing trends. Critical business decisions should be based on factual evidence. By using industry-leading workforce analytics, you can get the facts you need; facts to anticipate, forecast and model effective approaches for dealing with workforce changes before they happen.

Each organization has its challenges. Jobs are becoming more complex and competition for workforce talent can be intense. As organizations strive to do more with fewer resources you want to know that people are in the right jobs, that they are determined and that they deliver consistently as individuals, teams and groups. To make the most of everyone's contributions, you want to measure their success at achieving goals and adding value, including understanding the vast wealth of knowledge and skills they possess and how their talents impact productivity.

Ultimately you want to win. Managing the workforce to deliver competitive advantage through increased performance and profitability is how you win.

Solution overview

Optimizing your workforce is about recognizing strengths and vulnerabilities, identifying and securing the right talent, and improving performance and productivity towards common goals. SAS® Human Capital Management provides software and services for analyzing your workforce so you can optimize human capital. It provides a holistic view of your workforce by integrating data into a single source of information, making it possible to get the answers needed for decision making.

With SAS Human Capital Management you can investigate and understand how and when workforce trends such as aging workers or leadership shortages might impact your organization. For example, you can identify skills gaps to better target retention and recruitment dollars, and proactively manage organization risk by understanding where skill shortages are likely to occur. This powerful solution enables you to measure and analyze key indicators so you can see if goals are being reached. It also can help you determine improvement areas and logical next steps. You can compare key measures to benchmark data and visually track, analyze and view results over time.

To better manage the workforce and drive productivity and profit, more information is needed. Business users want to know: "Are those at risk of leaving in critical jobs, or do they have critical skills? Are they the organization's top performers?" With SAS Human Capital Management, users get answers to these questions and more.

Key benefits

- Proactively plan for future workforce needs.
- Minimize risk by changing likely outcomes.
- Gain a holistic view of your workforce.
- Measure and improve workforce productivity.

Proactively plan for future workforce needs

Being able to anticipate change is one of the most difficult challenges organizations face. SAS Human Capital Management keeps you proactive by helping you predict and analyze your workforce needs for the future and helping you communicate those needs within and outside your organization. This holistic approach to understanding workforce impact and risk improves business decision making and ultimately impacts organizational performance. SAS Human Capital Management is designed for analysis, ensuring time is spent evaluating key findings rather than discovering them.

Minimize risk by changing likely outcomes

More than any other human capital solution, SAS Human Capital Management provides advanced analytics and easy-to-use interfaces so business users can identify and minimize risk by predicting workforce changes and analyzing associated costs. Forecasting or analytic expertise is not needed.

- Forecasting capabilities let you plan headcount and skills for any area.
- Descriptive and predictive modeling help you analyze the past and look forward to see trends in key metrics such as employee turnover or absences.
- Optimization helps you determine the best that could happen in a given situation. For example, you might determine how proposed merit budget increases can best impact internal and external pay equity.

Gain a holistic view of your workforce

To provide a single view of human capital information across your entire global enterprise, SAS Human Capital Management integrates data from

nearly every source (HR management systems, ERP applications, Microsoft Access databases, learning management systems, applicant tracking systems, payroll, etc.) and loads it into a single repository where it is made ready for analysis. With capabilities for cleansing, migrating and synchronizing data, organizations can leverage their existing data investments while ensuring that questions such as “How many employees do we have?” will always receive the same answer. A single source of information also means you can respond to requests quickly and with complete confidence in the data.

Measure and improve workforce productivity

Measuring the value of people and productivity can be difficult but with more than 250 prepackaged metrics, SAS Human Capital Management makes it easier to measure and analyze key indicators. A built-in viewer for key metrics shows their status relative to goals. This enables users to easily view things such as revenue per employee. In addition to the preset metrics, which can be easily modified, you can create metrics specific to your own company needs.

Differentiators

- An HR-specific data model designed for analysis and growth.
- World-class predictive analytics to plan for future needs.
- Data integration capabilities that bridge the gap between legacy, transactional and ERP systems.
- Prepackaged metrics for measuring and analyzing key indicators.
- A single platform for creating enterprise intelligence.
- Supports enterprise performance improvement.

Supports enterprise performance improvement

Performance management begins and ends with employees. People are essential to the success of any performance initiative – and measurement is only the first step. Success encompasses developing human capital strategies and improvement efforts that are aligned with organizational goals. SAS aligns these strategies and supports enterprise performance improvement. Because all SAS solutions are built on a single platform, they can be quickly integrated to provide a comprehensive view of enterprise performance.

Customers who purchase SAS Human Capital Management are often interested in SAS Financial Management for budgeting, planning and reporting, SAS Activity-Based Management for costing and profitability analysis and SAS Strategic Performance Management for scorecards, dashboards and strategy maps. Leveraging SAS for Performance Management ensures your human capital strategies align with your organizational goals.

Organizations can achieve an integrated workforce management system where HR is proactive in understanding the goals and objectives of the entire enterprise. Employees are measured against specific metrics to identify strengths and areas for improvement.

Designed for analysis, adaptable for growth

SAS Human Capital Management delivers a built-in human capital intelligence model specifically designed for workforce analysis. This model ensures that raw data from any source provides usable intelligence about human capital and workforce performance. Because this model was built for business users by business users, you get up and running quickly with minimal risk. Plus it's adaptable for organizational growth and change.

About SAS

SAS is the leader in business intelligence software and services. Customers at 40,000 sites use SAS software to manage and gain insights from vast amounts of data, resulting in faster, more accurate business decisions; more profitable relationships with customers and suppliers; compliance with governmental regulations; research breakthroughs; and better products. Only SAS offers all the capabilities needed to improve organizational performance, from a comprehensive enterprise intelligence platform to industry solutions for each department and industry-specific offerings to meet customers' unique needs. Since 1976, SAS has been giving customers around the world *The Power to Know*[®].

World's largest privately-held software company uses its own human capital management solution

Consistently recognized as one of the best employers in the world, SAS boasts an average annual employee turnover rate of less than 5 percent in an industry that otherwise reports 20 percent churn. By using its own human capital management software solution, SAS aligns the goals of management and individual employees with corporate strategy. SAS HR staff can gather and analyze information on headcount, retention, churn, compensation, staffing, recruiting, budgeting, employment history and affirmative action/EEO (equal employment opportunity) issues. "We are able to give executive management better information on a more timely basis," says Jeff Chambers, vice president of human resources at SAS.

"Being strategic in the HR field requires analysis, which is a real challenge when you have data coming from all over the place in a various formats," says Barbara Eaton, SAS HR technology manager. "With SAS Human Capital Management, you can easily bring in data and make it available to everyone in HR to do their own querying and reporting, or you can set up reports that refresh with up-to-date data. Any analysis you want to do — on recruiting information or how many people have had promotions vs. how many have had raises, as well as all the other questions managers tend to ask — is right there in SAS Human Capital Management."



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