



# soar

## sas Human Capital Management

### Optimize your Workforce

Good business leaders understand there is competitive and economic value from talented people. As organizations strive to do more with fewer resources, they want to know that people are in the right jobs, that they are determined, and that they deliver consistently as individuals, teams and groups. The trouble is, while many organizations do a great job of defining what needs to be done, most can't show how the workforce contributes to those goals or adds value to the organization.

Savvy organizations have discovered the answers they need are often in information they already collect. Using SAS Human Capital Management software, business leaders gain insight into workforce strengths and vulnerabilities, risk, and performance and productivity results.

SAS Human Capital Management is designed to analyze workforce data and deliver information for decision making. Using a holistic view of the workforce by integrating data into a single source of information, business users get the answers they need through analysis, reporting and measurement.



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## Human Capital Management

You Can ..

Investigate and understand how and when workforce trends impact your organization.

**Proactively** manage organizational risk by understanding where skill shortages are likely to occur. Better target retention and recruitment dollars.

**Measure and analyze** key indicators to track performance, establish improvement areas and determine logical next steps.

**Use advanced and predictive analytics**, such as forecasting or data mining, for human capital trending, risk assessment, or what-if analysis.



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## Powerful Benefits

### Enterprise Performance Management

**Proactively plan for future workforce needs.** Advanced analytics allows you to anticipate change and proactively analyze and predict your *future* workforce needs. Effectively communicate those needs within and outside your organization. Minimize risk by averting non productive and costly trends.

**Measure and improve workforce productivity.** With more than 250 prepackaged metrics, it is easier to measure and analyze key indicators. A built-in viewer shows the status of key metrics relative to goals. The metrics can be easily modified, or created, to meet each organization's needs.

**Gain a holistic view of your workforce.** SAS Human Capital Management integrates data from nearly every source within your organization. With capabilities for cleansing, migrating and synchronizing data, organizations can leverage their existing data investments while ensuring consistent answers.

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