

Ramco HR Analytics

Today, there is an increasing need for leveraging accurate and timely information in organizations. This is all the more true for the HR function, as it can provide compelling competitive advantage to the organization. As HR managers, you want to get an insight into how your organization's competitiveness and performance has changed over a period. You also wish to measure how HR has contributed efficiently to the overall people excellence in the organization resulting in effective enterprise management.

As a people manager, you face challenges in

- Performance - Workforce Utilization, Cost per Employee
- Recruitment - Efficiency, Conversion rate, Best Channel
- Training - Total time, Expenditure, Workforce Trained
- Payroll Management
- Effective Employee Relations

You need to track not only the progress towards targets but also the reasons for the performance towards these objectives and what insights might be shared and applied elsewhere in the organization.

Ramco DecisionWorks

Ramco DecisionWorks, a corporate performance management solution, provides you tools to measure how well you are meeting your targets and hence be accountable for the resources that you manage.

Highlights of the solution include

- Personalized Scorecards
- Graphical Performance Indicators
- Rule-based alerts, Workflows, Business Intelligence
- Ad Hoc querying capabilities
- Enterprise Data Warehouse that draws data from multiple sources

Key Characteristics

- Unified view of all performance metrics
- Integrated information from disparate systems
- Web-based and componentized architecture
- Seamless integration with existing HR & Payroll systems
- Easily configurable and extendable



Ramco DecisionWorks enables HR managers efficiently analyze:

HR Function Performance

- Employee satisfaction
- Job evaluation factor
- Workforce stability factor

Workforce Demography

- Headcount / FTE in different divisions and locations with gender / age composition
- Distribution of employees with respect to skill sets
- Management to worker ratio

Recruitment

- Number of applications received, offers made and accepted in a particular period
- Cost incurred during the recruitment process
- Average time to fill requirements
- Effective usage of channels

Training & Skill Development

- Training expense as percentage of revenue
- Percentage of training budget spent
- Average training hours and training costs per employee
- Departmental training costs vs budget allocated

Leave & Absenteeism

- Leave and types of leave availed
- Cost of leave availed
- Details on unauthorized absence from duty

Compensation & Benefits

- Average compensation ratio
- Payroll cost per employee
- Deviation in salary costs from industry benchmark
- Cost comparison over periods to identify growth trends

Employee Performance

- Number of employees appraised at different levels
- Employee performance across divisions

Employee Relationship

- Grievances reporting
- Average time taken for resolving grievances
- Details on locations / divisions with maximum grievances received
- Number of employees' suggestion implemented

Attrition

- Attrition rate
- Critical resource attrition
- Average employee life in the company
- Reasons for exit

Case Study

CIBA, headquartered in Basel, Switzerland, is a leading manufacturer of a host of specialty chemicals like plastic additives, coatings and paper-water treatment chemical

Challenges

- Analysis of data and reporting was difficult due to data across multiple and disparate systems spread across 60 sites in 23 countries
- No single version of truth available for HR data across 450 business users and 250 HR manager across 120 countries

Solution

- Web-based ETL (Extract Transform & Load) Application that collects data extracts from over 40 different systems
- Centralized ACCORD HR Data warehouse which serves as a centralized and standardized repository of sensitive HR information

Benefits

- A globally accessible, integrated and reliable source of HR information that leverages HR data
- Huge savings in HR system costs & efforts, which would have been incurred in implementing a common HR system
- Shortened "Time for Analytics" from 3 weeks to 15 minutes
- Single integrated reporting and analysis for Managerial Decision Making

Ramco is a global provider of business consulting, enterprise solutions and outsourcing services that enhance business value through better business processes and agile global-class applications. Ramco Systems has offices in nine countries and over 450 customers in 1,000 locations worldwide. The company provides solutions to multiple verticals including banking, insurance, manufacturing, supply chain, aviation, transportation and logistics, healthcare, governance, retail and more. Ramco Systems has been certified for ISO 9001:2000 quality standards and assessed for SEI CMMi - SW Level 5. The company is part of the USD 800 million Ramco Group and is publicly held.

