

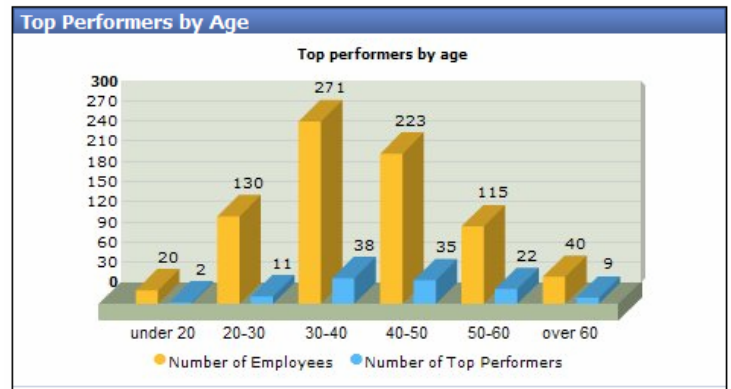
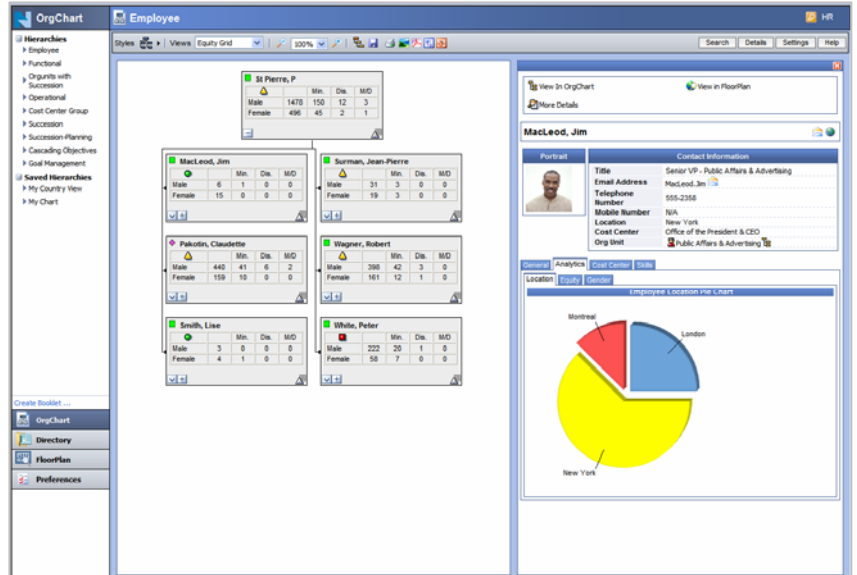


A STRATEGIC VIEW INTO YOUR ORGANIZATION

As companies struggle to effectively align their talent pool with corporate goals, human resources (HR) departments are under pressure to implement more effective HR initiatives. The best performing companies are using metrics to determine how each employee adds value to the organization and contributes to its financial goals. They are linking talent and corporate performance together by using strategic analytics to help target HR efforts and improve their bottom line.

By obtaining a visually compelling, graphical snapshot of key performance indicators (KPIs) and other relevant metrics, HR is leveraging data visualization and reporting technology to target its focus. With key figures and measures in hand, HR is in a better position to identify development needs, leadership potential, and plan succession so that employees are placed in the most productive positions that contribute real value to the organization.

Nakisa HCM Dashboard, an add-on module to Nakisa OrgManagement Series and Nakisa Talent Management Series, provides at-a-glance, interactive views of analytics to provide a real-time understanding of a company's workforce performance. This executive dashboard consolidates and presents employee, financial and other related data from any number of sources (including Enterprise Resource Planning [ERP] systems and data warehouses) to give you the KPIs and metrics you need to make the right talent decisions.



TRANSFORM RAW DATA INTO TALENT INFORMATION

To strategically align your HR plan to your overall company mission, you need a real-time, central view of key analytics that enables you to easily visualize areas that require focus.

Nakisa HCM Dashboard provides visibility into the metrics that managers require to obtain insight on talent trends and staffing issues to better plan workforce capacity and drive employee performance. These figures are presented as part of succession or organization structure views in intuitive and easy-to-understand formats that include:

- Tables
- Graphs
- Counts
- Dashboards
- Reports
- KPIs

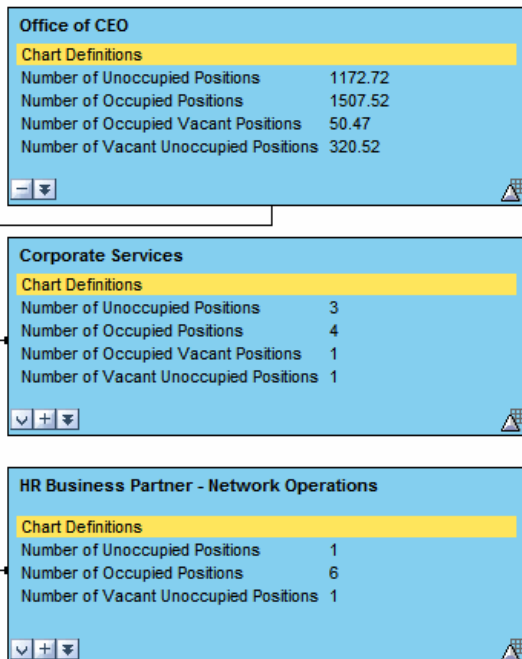
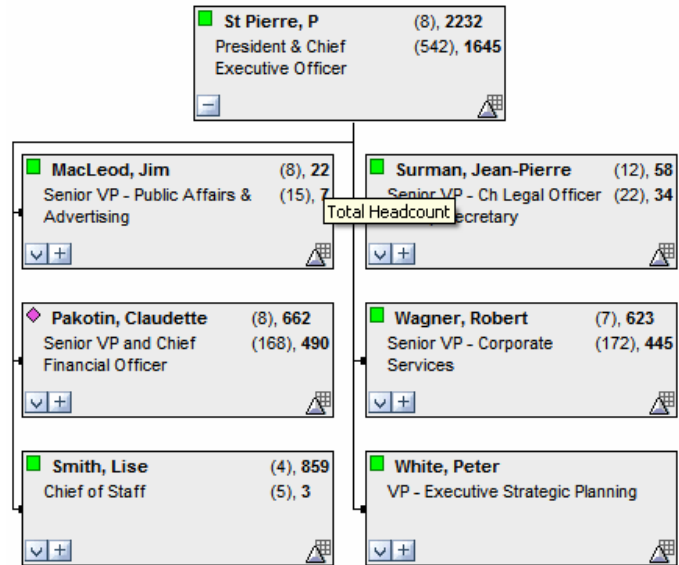
Presentation of real-time measurements and key workforce metrics, such as headcount, turnover, staffing rates/ratios, average tenure, retention rates and return on human investment ratios, provide visibility into aggregated summary talent information while also providing an easy way to navigate data and direct focus on to key issues that support decision making or the need for further investigation.



MAXIMIZE ALL AVAILABLE WORKFORCE DATA TO IMPROVE DECISION MAKING

Nakisa HCM Dashboard is designed to support organization and talent management initiatives by complementing the existing HR process with vital statistics that improve insight and decision making. By compiling and consolidating metrics into the Nakisa interface, this module saves on additional application costs, adoption time, and training. Nakisa HCM Dashboard optimizes your efficiency by allowing you to see analytics directly from any data source. There is no need to switch back and forth between a separate reporting application that houses your key measures and a HR solution where your team initiates and executes work.

Through direct integration with your ERP and data warehouse, Nakisa HCM Dashboard acts as a front-end layer that leverages the information, configuration and security setups that already exist as part of your system implementation. This not only ensures analytics are presented in a secure manner based on existing user-based permission access, but no additional business applications or duplicate data repositories are required to provide deep visibility into critical business analytics or to execute on talent plans.



BENEFITS OF NAKISA HCM DASHBOARD

- Visibility into key metrics that affect HR decision making helps you proactively manage a global workforce and identify human capital risks and trends while maximizing employee productivity.
- Real-time organization chart and succession planning views that are augmented with relevant KPIs and metrics help you easily assess the situation and determine whether immediate action is required – without having to search other applications for information or to process reams of data.
- Consolidated views of enterprise HR and operational data helps you to comply with government regulations, provide improved service to your employee base and more effectively manage all matters related to human resources.
- High-impact visuals, combined with relevant analytics, bring data to life easing user understanding of complex, inter-related information. You can make decisions faster with greater confidence.

Deliver data to each user the way that they need to see it - without overwhelming them with excess capabilities. Your existing user roles dictate the type and format of information presented.