



Visualize Your Workforce

FOR **SAP SuccessFactors** ♥

We help companies of scale (5,000 – 500,000 employees) visualize their entire workforce on one screen. Why? So, HR can easily gain insight at a macro level but also drilldown into their workforce data using an intuitive and dynamic user interface. Easily add and remove attributes collected in your HR systems to create visual charts and insights in real time. Save and report on those insights periodically or create new ones to help the data tell the story when action is required to mitigate risks and identify opportunities to help the business. Take HR decision science to the next level with OrgInsight!

OrgInsight™ for SAP SuccessFactors comes pre-integrated to help you quickly and easily leverage all the data you've been collecting, regardless if you have the entire SuccessFactors Suite or just a few products. And we can integrate HR data from other sources as well if needed.

GAIN REAL INSIGHT AND VISUALIZE YOUR SAP SUCCESSFACTORS DATA

How do I get up and running?

We can easily integrate your SAP SuccessFactors data, so you can visualize your HR data in OrgInsight simply and easily.

Data elements may include, but are not limited to:

Employee Details: Name, Age, Gender, Ethnicity, Nationality, Tenure, Time in Position, Job Grade, Level, Expatriates, Employment Type, Span of Control.

Organization Design: Divisions, Departments, Business Units, Countries, States/Provinces, Regions.

Talent Management: Education, Competencies, Training Days, Key Position Holders, Risk and Impact of Loss, Skills and Qualifications, Performance Metrics, Performance Ratios, Mobility/Relocation.

Compensation and Benefits: Compensation Ratios, Salary Grade.

Recruitment, Retention, Attrition: Termination Types and Reasons, Tenure, Time in Position, Open Positions, Employee Satisfaction, Employee Engagement Index.

More: Diversity, Absenteeism, Budget Levels, Approval Authority, Cost Centers, Overtime Hours, Data Quality Issues, Range Exclusions. Just about anything...

ALLOWS YOU TO ACCESS, FRAME, DISTILL, AND PROACTIVELY PLAN.

BIG DATA ISN'T SO SCARY ANYMORE!



See and Compare
Data Across Time



Export and Share
Visualizations & Data



Track Trends and Inquiries
on the Dashboard



Visual Search



Compare Workforce
Distributions



In the Cloud for Easy,
Secure Management

EMPOWER HR TO GAIN INSIGHTS AND ANALYZE DATA EASIER THAN EVER BEFORE

OrgInsight reinvents visualizing data and provides HR with a means to easily aggregate and represent your SAP SuccessFactors data visually. This empowers HR with a whole new set of lenses to gain insight and support evidence-based planning and decision-making like never before.

SAP SuccessFactors

HRZ CLOUD APPS
powered by SAP Cloud Platform

Retention Management & Flight Risks

Highlight performers in an organization who also have low compensation ratios. Matches to this query are displayed and can be viewed across divisions or layer-by-layer. Quickly spot higher concentrations of flight risks.

Succession Planning & Identifying Your Best Talent

Instantly spot waves of retirement in key positions — those who are reaching retirement age and those who have announced retirement. Rather than relying on aggregate reports, the visualization shows groups and reporting lines who are at risk of leaving in the near future. Intelligently prepare succession plans and simultaneously spot highly-qualified future leaders.

OrgInsight is designed to help companies with 5,000 to 100,000+ employees.

Spans and Layers

Color density provides an instant ability to see distribution and concentrations of high spans of control across the organization. Request specific ranges to illuminate those within or outside of your goal. Dive into specific divisions for further analysis.

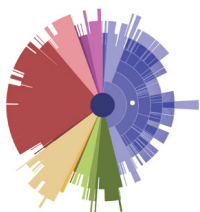
You Name It

Aggregating your SAP SuccessFactors data into a single interactive platform makes it more useful than ever. Balance your organization, conduct diversity inquiries, optimize compensation ratios, spot the most talented individuals, mitigate retirement waves, integrate merged workforces, or treat OrgInsight as a powerful browser for organizational discovery.

Organizational metrics and great data at your fingertips.

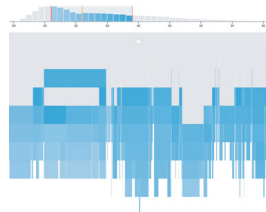
- Proportionally, how big is our Latam division? What are its main functions?
- Where are our highest performing talent across geographies, divisions, and layers?
- Who is most at risk of leaving due to compensation and performance imbalance?
- What are the relationships between compensation ratios and performance on layer four?
- How many people are retiring in the next three years across our 24 geographies and 8 divisions?
- Who are the most highly qualified candidates to fill these future gaps?
- Who is the highest performing employee who could potentially lead the China division?
- Where are the concentrations of high spans of control and low job grades?

Visualize your workforce and its data to improve decision-making.



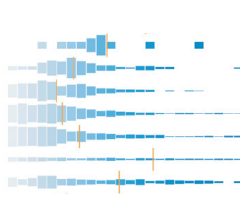
Sunburst

Company leader in the center with reports and divisions radiating out.



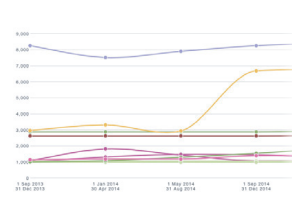
Icicle

Company leader on top with reports and divisions falling beneath.



Layers

See data distributed across layers or levels of the organization.



Trending

Monitor multivariate trend charts for organizational changes over specified periods of time.



KPI View

Monitor the dashboard for an executive summary and the KPIs that matter most to you.