

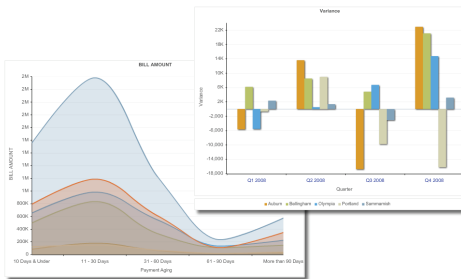
## Workforce Analysis and Reporting Solution

Human resource (HR) departments are accountable for effective staffing, alignment with industry standards, talent management, and implementing the challenging process of right sizing an organization. HR professionals are bombarded with information coming from payroll, performance management systems, human capital management systems, budgeting systems, departmental spreadsheets and a myriad of external sources. In many organizations, managers rely on manual processes or spreadsheets to consolidate information. This process is time consuming, error prone and creates unnecessary risk. HR managers spend more time on system work-arounds rather than achieving performance and business objectives.

“A key component of HR strategy is the ability to provide data analysis tools and metrics for business success. These tools and metrics support business partnering and showcase HR thought leadership.”

— Susan Lokker, HCM Practice Leader, Primitive Logic

### How easily can your company answer the following questions today?



- Are there growth areas in the company that are understaffed and sluggish areas that are over-staffed?
- Are there pockets where span of control is inefficient, due to attrition?
- Are people being paid based on performance?
- Is there potential to reduce healthcare costs or vacation liabilities in certain departments or levels?

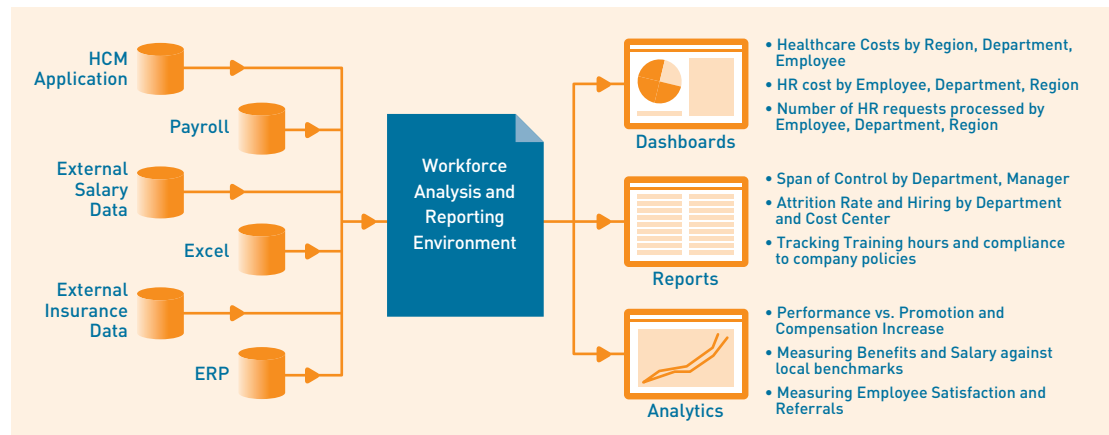
### Workforce Analysis and Reporting Solution – Designed by HR veterans for HR professionals

Are you tired of “stare and compare” in Excel or spending days building basic reports for management? PivotLink’s Workforce Analysis and Reporting solution helps HR managers get out of Excel hell and measure what needs to be managed. Our solution dramatically improves the effectiveness of HR departments by providing actionable insight into HR costs, attrition rates, growth rates, workforce utilization and span of control. With information at their fingertips, HR and business managers can align the workforce to company strategy, improve performance and maximize return on human capital.

## On-Demand Benefits

- Lower TCO
- Faster implementation and upgrade cycles
- Increased scalability of both users and data
- Self-service report generation
- Unburden IT

PivotLink's Workforce Analysis and Reporting solution has been designed by Primitive Logic's HR Practice Leaders who have decades of experience leading HR and HR-IT functions at mid-size and large organizations. The solution contains a pre-packaged set of best practice dashboards that help reduce cost and time to get up and running. This solution delivers the most reliable, affordable and fastest way for all business professionals to analyze the data that matters most to their business. On-demand!



## Features:

- Ability to combine data from multiple sources
- Ability to securely view, schedule, refresh and share reports online
- Ability for management to view dashboards
- Ability to import users or single sign on – seamless, secure access to reports using secure credentials
- Ability to create advanced reports by combining data from any source

## Benefits:

- Analyze trends in staffing levels and turnover rates
- Analyze cost and budget variances by department, level, and region
- Track trends in health-care, cash overhead, on-boarding, and training costs
- Measure job performance, analyze span of control, and professional growth patterns
- Analyze effectiveness of incentives and compare compensation with industry data
- Analyze training activities to ensure compliance and avoid costly litigation
- Understand current workforce trends and estimate future needs by looking at aging, retirement, and other trends
- Ensure compliance with benefits, medical leave acts, and labor laws

## ABOUT PRIMITIVE LOGIC

Primitive Logic is a unique business consulting and technology services firm. We create reusable solutions that help incorporate today's leading enterprise and business integration technologies. We partner with our clients businesses to quickly increase business performance and profitability. Our smaller teams of highly skilled people work collaboratively (in addition to, not instead of) to deliver in 30-45-60 day cycles. Visit us at [www.primitivelogic.com](http://www.primitivelogic.com)

## ABOUT PIVOTLINK

San Francisco, CA based PivotLink is privately held, rapidly growing company leading the industry in BI technology innovation. We pride ourselves on drastically reducing the cost and time required for implementing business intelligence. Visit us at [www.pivotlink.com](http://www.pivotlink.com)

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