

ReadiMetrix For Human Capital Management (HCM)

Instantly available. Quickly extensible



PivotLink’s ReadiMetrix for Human Capital Management (HCM) solution enables instant insight to your data within Workday.com. The solution delivers instant analytical insight and rich operational reports that are otherwise hard to create. All of this is accomplished through sophisticated reporting around historical changes to data not captured by Workday, combining data across multiple but related objects and making it available in a slice and dice interface with analytical calculation capabilities. Depending on your data volume, setup time ranges from a few minutes to a few hours.

The ReadiMetrix for HCM solution also provides the ability to pull data from multiple data sources to deliver a complete picture of your HR operations. Such sources may include Financials, Spreadsheets, benchmark data like salary and benefits, performance management systems data like performance ratings. The ReadiMetrix solution is customizable so that you can tailor it to your specific needs and includes:



INSTANTLY AVAILABLE

COMPENSTION AND BENEFITS

Analyze and spot cost reduction opportunities and improve employee satisfaction around benefits. *Great for Benefits and Managers, CFO, CEO.*

HEADCOUNT, ATTRITION

Align organizational structure to better meet company goals and improve motivation. *Great for HR, Line of Business Managers.*

PERFORMANCE MANAGEMENT

Track performance across goals and ensure pay for performance. *Great for HR, Line of Business Managers, CEO*

QUICKLY EXTENSIBLE

- FINANCE
- SALES
- MARKETING
- ERP
- EXPENSE MANAGEMENT
- SPREADSHEETS
- EXTERNAL SALARY AND BECNHMARK DATA

KEY HIGHLIGHTS

- Drill Paths for up to 10 levels in the organization hierarchy
- Historical snapshots that provide historical reporting into Headcount, expenses, and expense trends
- Currency conversion
- Employee life-cycle reporting

COMING SOON

- Ability to include budget/forecast data
- Pre-canned integration to benchmark information
- Ability to include recruiting related information

INSTANTLY AVAILABLE KPIS

Total Bonus Amount - Monthly
Total Allowance Plan Amount - Monthly
Total Employer Benefit Cost - Monthly
Total FTE Monthly
Total Compensation Amount - Monthly
Monthly Operating Expense
Part Time Equivalency
Expense Factor
Organization Expense Percentage
FTE Ratio
Exempt Percentage
Turnover Rate
Total Compensation Expense Percentage
Compensation Factor
Supervisor Compensation Factor
Executive Compensation Factor
Benefits Expense Percentage
Benefits Compensation Percentage
Voluntary Turnover Rate
Involuntary Turnover Rate
Voluntary Turnover by Length of Service

INSTANTLY AVAILABLE REPORTS

Enterprise Compensation Metrics
Enterprise Headcount
Enterprise Expenses
Enterprise Retention Rates - Adjusted
Employees by Department
Employee Turnover by Department
Employee Expenses by Department
Benefit and Expense Rates by Department
Employees by Business Site
Employee Turnover by Business Site
Employee Expenses by Business Site
Benefit and Expense Rates by Business Site