



IBM COGNOS REPORTING OVER RESOURCELINK



CHALLENGES IN HR ANALYTICS

Human Resources & Payroll is a complex business function for any organisation; ever changing employment law, employment benefit schemes, pay scales and personal development are just some of challenges faced. As a result, any application that supports HR&P has to be flexible and scalable to the changing business and employment environment, whilst customisable to the organisations needs and requirements.

Northgate Arinso's ResourceLink is one such system. The tool can be customised and configured to meet even the most complex of requirements.

In our experience, the built-in reporting structure that comes as standard with ResourceLink is often found to be overly complex; users are faced with hundreds of fields and options that may not even be relevant. The complex nature of this structure means that the reporting solution usually needs to be individually catered to an organisations' requirements by expert report developers.

THE SEMPRE ANALYTICS SOLUTION

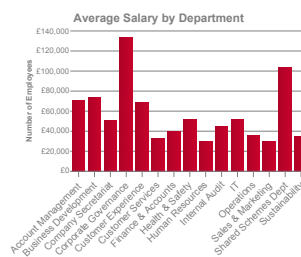
Sempre Analytics have created a reporting solution using IBM Cognos Business Intelligence that provides a fast start for any organization using ResourceLink. By utilising Cognos Framework Manager best practice and applying our vast experience of Human Resources reporting, we can offer our clients a packaged reporting solution which:

- Improves the accessibility of HR reporting for business users;
- Simplifies reporting and ad-hoc analysis;
- Provides the most up-to-date reporting functionality and visualisations that are under-utilised in the out-of-the-box ResourceLink reports.

Sempre TeamAnalytics will enable your organisation to start uncovering hidden insights, by working with you to create a suite of fast start, self-service reports, tailored to your business requirements.

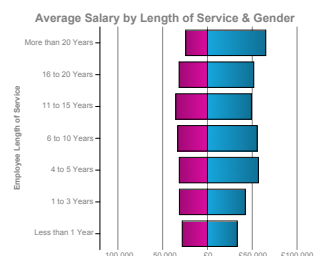
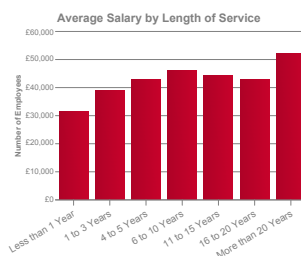
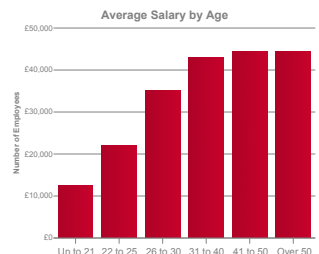
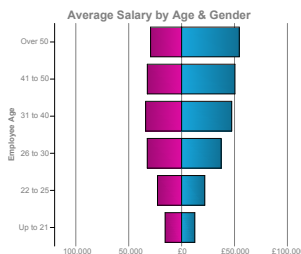
"Sempre Analytics' work with our ResourceLink software, has provided us with a suite of key business reports, which we were simply unable to access through the in-built ResourceLink reporting function. It's saved us valuable man hours, and crucially has allowed us to become much more self-sufficient and drive a reporting culture through the business."

Wei Fu, Head of Business Analysis, CVS Group Plc.



Ethnicity	Number of Employees	Average Salary
Not Known	35	£42,945
Undisclosed	50	£39,509
White: British	571	£39,465
White: Irish	14	£35,027
White: Other	30	£34,824
Other*	32	£34,229
Summary	732	£39,130

* For Data Protection, groups smaller than 5 employees are aggregated together.



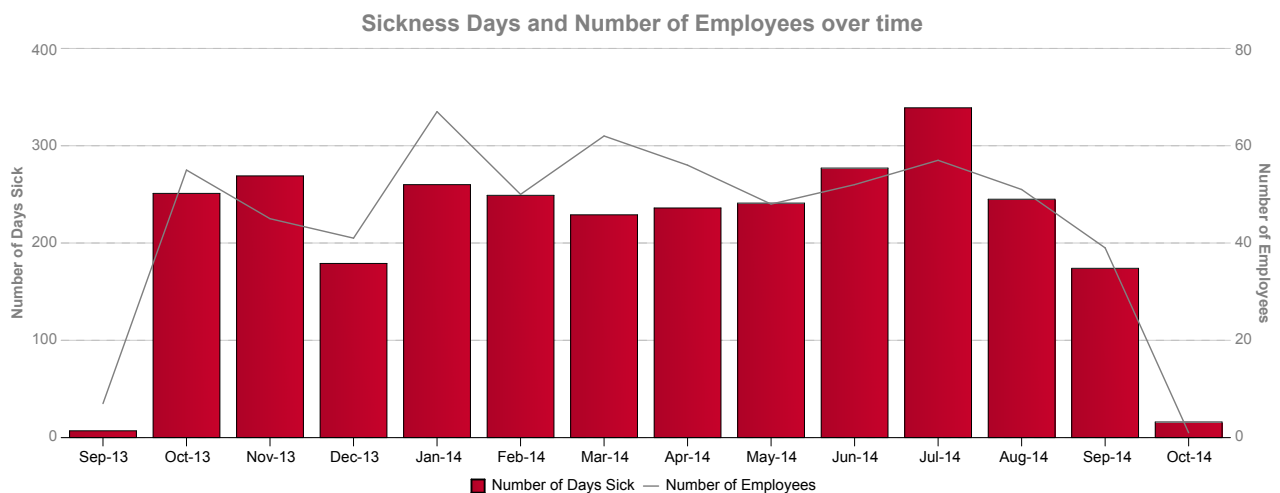


EXAMPLE REPORTS

- Data feeds to third-party companies, such as share scheme and employee rewards management companies, from ResourceLink to reduce the workload on HR users.
- Payroll feeds that are formatted to be reviewed by financial controllers before being loaded into ERP systems, reducing the need for complex spreadsheets and manual processes.
- Validation reports that check new employees have been set-up correctly and alert system owners of records for concern based on common business rules, mitigating the risk of errors that will require time to be addressed further down the line.
- Payroll reports that show the trend of pay elements between pay runs for each employee to identify erroneous changes, saving money and time spent rectifying incorrect under/over payments.
- Sickness reports that identify those employees on long-term sickness and the key reasons for those long periods, allowing for more efficient workforce management and a route to reducing staff churn.
- Compliance reports allowing for speedy identification of employees whose qualifications are close to expiry or those who have upcoming training requirements: essential in all regulated industries.

“Sempre Analytics have delivered us some key HR reports which have allowed us to greatly improve our understanding of important issues, such as staff turnover. The ResourceLink reporting solution has also replaced or reduced a variety of manual processes, freeing up valuable time. For example, the time taken to run our board pack reports has been slashed from days to minutes. Working with Sempre’s HR experts has transformed Crest Nicholson’s ability to interrogate and report on our HR data.”

Paul Thurlow, BI Manager, Crest Nicholson





ABOUT SEMPRE ANALYTICS

Sempre Analytics helps organisations improve performance by getting more out of their data. We've been working closely with ResourceLink since 2011, and have delivered numerous successful projects, using Sempre Analytics' ready-made framework, to address the common, yet problematic issues inherent in ResourceLink.

Implementation of this framework is a straightforward solution that allows the business to retain ResourceLink and provides insight and analytical capabilities that are often difficult to access – all without the need to migrate to a new HR&P system.

More effective reporting over ResourceLink can transform how an HR&P function operates:

- **Enables HR Managers and HR Administrators to query their own data leading to an increased understanding of the system and self-sufficiency in reporting.**
- **Decreases the time needed to develop reports as terminology and business logic is implemented in one location.**
- **Offers a stable and scalable platform to develop a range of reports.**
- **Embeds data security into the records to ensure that end-users can only see their records or the records they should; allowing data to be shared, securely.**




sempre analytics
 Oriel House,
 26 The Quadrant,
 Richmond,
 TW9 1DL

www.sempreanalytics.com
 t: 020 3137 9944
 e: info@sempreanalytics.com