

HR Reporting



Introducing the next generation of HR reporting

These days most organisations acknowledge the importance of human capital management and the ability to analyse workforce related information to feed strategic decision making.

With increasing frequency HR is being called upon to report on progress against key performance indicators (KPIs) and balanced score cards. Traditional reporting from software solutions, though effective, is a reactive medium, requiring time and manpower.

In an ideal world KPIs would be automatically monitored 24 hours a day with interested parties alerted by email the instant those levels change. This would enhance measurability while reducing time spent extracting information from figures at the end of the month.

That capability is now here with the introduction of Business Alert Manager from Northgate HR, it represents the next generation in reporting tools. Developed using Microsoft.NET technology Business Alert Manager offers a brand new and exciting opportunity. Business Alert Manager can be used regardless of the HR software used; this independent and unique tool will enable HR and other managers responsible for measuring and reporting on operational performance to receive up to the minute intelligence across a wide range of user determined indicators.

'Business Alert Manager provides you with complete automation'

Business Alert Manager can be configured to monitor user defined KPIs on any Microsoft SQL Server database. KPIs might include absenteeism, training days, dismissals, recruitment efficiency and labour turnover. Once the reports and reporting levels are defined by HR, email alerts can be scheduled to run as frequently as needed, from every minute to once a year. Should a level change,

emails can be sent automatically with details of the change including HTML reports showing the data and reason that led to the email being triggered.

'Business Alert Manager is a comprehensive reporting tool'

Using its flexible subgroup functionality, an alert can be broken down by department or division, with each subgroup having its own set of levels. Subgroups are then triggered individually so a single alert definition can be easily devolved through the organisation, enabling organisational KPIs to be monitored at manager level as well as for the whole business.

'Business Alert Manager offers total flexibility'

Users have the flexibility to define the wording of email alerts which can include data from the alert itself as well as the data that triggered it.

The definition of levels is unlimited and can be based on either the number of records returned by the query or it can be scalar, i.e. based on a single value returned by the query.

The email functionality is configurable to use either MAPI or SMTP standards and email addresses can be either entered manually or pulled dynamically from the HR database. An alert can even be set up to run a specified external application whenever it is triggered.

For more traditional monthly reporting requirements, levels can be disabled so that alert messages are sent out irrespectively whenever the scheduled time occurs.

The Business Alert Manager is licensed for the size of your organisation, enabling as many alerts to be set up as required.

'Business Alert Manager is highly secure'

As a service, independent of an existing HR application, the Business Alert Manager is immune to unauthorised manipulation and features full auditing to facilitate events logging and reviewing whenever necessary.

'Business Alert Manager saves time'

Easier access to KPI reporting reduces spent compiling management reports – freeing time for data analysis and developing strategies to improve areas of weakness.

'Business Alert Manager helps raise HR's profile'

An ongoing stream of accurate human capital statistics will help to raise the profile of HR as a key strategic contributor to corporate level management.

Summary

Business Alert Manager provides a number of important and measurable benefits to HR and other business managers, including:

- Ability to report effectively - you are not relying on end of month figures to be published before you can extract the information you require, its instant accurate information set by your own KPIs.

- Allows forward planning - enabling you to spot trend patterns and act on them the minute they form.
- Flexibility - total flexibility to match your business needs and requirements.
- Highly Secure - Bam is highly secure and you can be rest assured that data is protected from unauthorised users.
- Accuracy - automatic triggers mean that there is much higher accuracy than traditional methods which rely on humans to extract information which can be prone to error.
- Time Saving leading to cost saving - because you save time and manpower through automation there are considerable cost benefits as well as allowing HR personnel to free up their time.
- Profile Raising - it can raise the profile of HR as a business unit allowing them to provide specific data relating to KPIs and overall business objectives.

How long does it take to implement?

1 day, Business Alert Manager can be purchased at a fixed cost which includes a day's consultancy.

What next?

To find out more about contact your account manager on 0800 035 0545

Email: hrsolutions@northgate-is.com or visit www.northgate-is.com/hrs

Diagram

An example of the process to set an alert for acceptable sickness levels, to when it becomes a case to monitor or clearly needs intervention from the Line Manager and/or the HR department. From this alert, the HR application can then offer the detail information for further investigation into the case.

