

Profitbase Human Resource (HR) Analytics provides managers and HR professionals with employee productivity and utilization metrics and key performance indicators (KPIs) enabling them to identify areas for improvement in policies and programs to improve employee productivity, satisfaction and loyalty.

## Business Insight into HR Performance

Profitbase HR Analytics provides decision makers with the information needed to track performance by employee, position, location, salary and much more. Insight into these metric provides management with the data they need to better manage their employees and institute appropriate training and benefit programs to improve productivity, quality of workforce, employee satisfaction and loyalty.

## Better HR Policies and Programs

Understanding how employees are performing, what motivates and drives them to come to work beyond the paycheck is insight that HR professionals and managers need to implement better policies and programs and how to recruit highly desirable new employees. HR Analytics provides them with the trends and metrics they need to understand if their programs and policies are effective.

### Benefits

- Monitor effect of HR policies and programs
- Improve policies and programs
- Compare HR metrics between locations
- Identify and institutionalize best practice
- Improve employee loyalty and performance
- Improve recruiting practices

## Improve Employee Satisfaction, Loyalty and Performance

Employee loyalty is earned and starts with how employees feel about their position, compensation, benefits and overall work environment. When employees are satisfied with their jobs and feel they are being treated fairly their loyalty will grow and productivity will increase. HR Analytics enables employers to understand how their employee satisfaction programs are working and where they can be improved.

## Comprehensive HR Metrics

HR Analytics includes a comprehensive set of dimensions, measures and KPIs that are ready to use immediately. New dimensions, measures and KPIs can be added or existing ones modified to meet your unique requirements. Dimensions are the criteria information workers use to filter and analyze information. HR Analytics provides the following dimensions, KPIs and measures.

### Dimensions (Filtering Criteria)

- Age Category
- Department
- Absence Code
- Absence Days
- Sex
- Account
- Salary
- Position
- Position Percentage
- Time By Year Month
- Time Range
- Salary Code

### KPIs / Measures

- Absence Count
- Absence Days
- Absence Total
- Absence Workdays
- Absence Vacation
- Salary
- Sick Leave Workdays
- Hourly Rate
- Overtime Amount
- Overtime Hours
- Hourly Rate
- Gross Man Months
- Net Man Months
- Gross Man Days
- Net Man Days
- Man Days
- Absence degree
- Absence Daily Average
- Absence percentage
- Sick Leave Percentage