

# Workforce Dimensions and analytic.li

## Features/Benefits

- » Empower Workforce Dimensions users to confidently provide data-driven strategic direction to leadership
- » Make decisions based on well-presented data, not intuition, to allow for both quick assessment and in-depth exploration
- » Better manage talent to drive business outcomes
- » Identify how human capital strategies impact your business
- » Plan for future talent, financial, and workforce planning needs

Every aspect of the **Workforce Dimensions™** solution — the underlying architecture, integration, user experience, functionality, data access, delivery, and support — is designed to help you optimize your people. Powered by the industry-first **Kronos D5™ platform**, Workforce Dimensions provides a breakthrough employee experience and an unprecedented level of operational insight into your workforce management practices. Whether your goals are to increase productivity, improve compliance, control labor costs, or achieve better business outcomes, Kronos® provides the technology tools you need to manage your workforce of the future, today.

As the enterprise leader in workforce management applications, Kronos understands the need for strong integrations between software applications. That's why we've built a robust developer portal with access to our API layer. The Workforce Dimensions Technology Partner program is designed to facilitate this interoperability and drive business results.

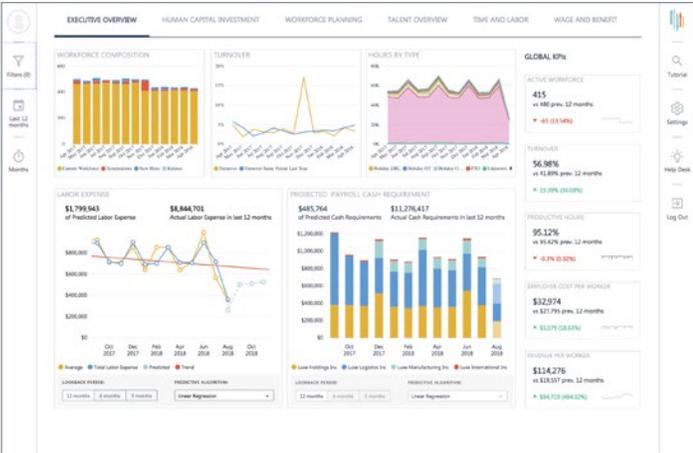


Kronos is partnering with analytic.li, a SaaS analytics platform that's tailor-made to meet the workforce and human capital management analytics needs of HR professionals. analytic.li's enterprise-grade solution provides customers with the ability to make data-driven people decisions. Focused on best-practice talent and business metrics, analytic.li capitalizes on the high-quality data foundation that Workforce Dimensions provides and guides you to specific, relevant insights. Our suite of dashboards displays key performance indicators of interest for stakeholders across your organization — such as workforce management, operations, talent acquisition and retention, payroll, and benefits — by providing them with the ability to visualize the data and drill deeper. These cost-effective, cloud-delivered dashboards are tuned to match your organization's specific needs during onboarding — and analytic.li experts ensure relevant views for your stakeholders' requirements.

analytic.li pulls data from Workforce Dimensions and supplements it with business data to give you a holistic view of how talent is impacting business results. Our broad suite of dashboards allows each user to find value based on their specific area of focus. Access to each individual dashboard is permission-based and access to data can be limited or expanded whether the user is a manager or the CEO. Since we sync directly to Workforce Dimensions, there is no additional implementation needed.

## Our executive dashboard

The Executive Overview, gives decision-makers information on both workforce management and human capital management analytics. Deep insights start with a high-level picture of what's important. Our Executive Overview dashboard puts all the core business metrics you need in one central location to tie employee information to business results. This is an invaluable, quick reference for CHROs and other leadership team members to get a pulse on and refine talent strategy.



Users of the Time and Labor Dashboard get further insights into:

- Which location, department or cost center needs help managing overtime
- How exceptions, like absences and missed breaks, drive spikes in worked hours
- Which workers are getting close to overtime
- How performance ratings impact workforce dynamics

Our human capital management dashboards

**Human Capital Investment Dashboard:** Building a successful human capital investment strategy requires having the necessary data to make financial decisions that strike a balance between employee engagement and efficiency. The Human Capital Investment dashboard gives your organization’s finance department the tools to dig into human capital investment by separating out investments in labor, employer paid taxes, benefits and retirement contributions to find areas of success, and identify opportunities for better management.

**Talent Overview:** Understanding your workforce and what it means to retain top talent is important. The Talent Overview dashboards helps HR professionals understand when and why people are leaving the organization. This helps to uncover better recruiting practices, on-boarding and training practices and retention programs.

**Wage and Benefits:** To achieve balance between ensuring fair compensation and delivering desired business outcomes, you need to conduct an ongoing exploration of your data to isolate the variables that impact change. With the Wage and Benefits dashboard, you’ll know whether your compensation strategy is fair and incentivizes behaviors that drive positive business outcomes.

analytic.li helps you maximize your HR team’s strategic impact through analytics options made to fit your needs. Reach out today to get started. For more information on our partnership with Kronos and how analytic.li can help your organization, please contact [sales@analytic.li](mailto:sales@analytic.li).

Users of this dashboard can quickly gauge:

- How Labor Expense is trending this year versus last year
- What predicted Labor Expense will be
- Which department, location or individuals is driving overtime
- How workforce make-up is changing and the impact of turnover

Our workforce management dashboards

**Workforce Planning:** Scheduling is a complex exercise even at its most basic levels, and it requires constant fine-tuning based on verified analyses. Your organization’s operations teams, both within HR and in different business units, can use the Workforce Planning dashboard to keep up with staffing patterns across the organization, assessing scheduling strategy and evaluating departmental needs while anticipating any challenges to meeting workforce demand based on comparisons to trends from previous years.

**Time and Labor Management:** Many factors contribute to labor expenses, and it’s important to have a clear picture of which ones impact your organization the most. With the Time and Labor Management dashboard, your organization’s managers can evaluate all the components related to their labor expenses and analyze the elements that can affect them most, including overtime, seasonality, and shifting the workforce to meet deadlines.