



SAS® Human Capital Management

Analyze the work force to optimize human capital

What does SAS® Human Capital Management do?

SAS Human Capital Management allows an organization to implement sound human capital management practices that increase its business advantage. It provides a method to consolidate all of an organization's human capital data and performs workforce analysis and modeling for proactive human capital management.

Why is SAS® Human Capital Management important?

As organizations encounter a changing work force and changing business environment, retaining critical talent is of paramount importance. Talent drives innovation and provides business differentiation to gain competitive advantage, and therefore represents a significant component of an organization's total value. With SAS Human Capital Management, you can take a strategic approach to managing one of your most vital assets, human capital.

Who is SAS® Human Capital Management designed for?

SAS Human Capital Management was designed for business and human resource managers specifically to help them gain a holistic view of their work force, measure and improve workforce productivity and proactively plan for future workforce needs.

Overview

With today's intense competition for talent, proactively planning and managing this critical and valuable resource can be the difference between organizational success and failure. To protect your human capital investments, you must develop strategies based on sound analysis of factual evidence and attention to ever-changing trends.

You want to know how trends, such as an aging and shrinking work force, will affect your organization. It's important to know that people are placed in the right jobs and that they consistently deliver, both as individuals and groups. You need to understand the vast wealth of knowledge and skills your employees possess and how their talents influence productivity.

By using industry-leading analytics, you can get the facts you need to anticipate, forecast and model effective approaches for dealing with workforce changes before they happen. SAS Human Capital Management enables you to analyze your work force so you can optimize human capital. By integrating data into a single source of information, it provides a holistic workforce view for effective decision making.

Key benefits

Measure and improve workforce productivity. With more than 250 pre-packaged metrics plus the option for users to create their own, SAS Human Capital Management makes measuring and analyzing key indicators straightforward. A built-in viewer makes it easy to see the status of key metrics, such as revenue per employee, relative to goals.

Minimize risk by changing likely outcomes. SAS Human Capital Management provides advanced analytics and easy-to-use interfaces so business users can identify and minimize the risk by predicting workforce changes and analyzing associated costs. Forecasting or analytic expertise is not needed.

Build talent supply ahead of demand. Using predefined analytics, you can proactively plan for future workforce needs. For example, SAS has organizational analysis capabilities that visually deliver analytic insight. It displays organizational hierarchies in a list of graphical views while surfacing critical data about the work force. While showing virtually any statistic about the employee population, the solution also simulates organizational structure changes for workforce planning and modeling by moving groups or people to see the effect.

Support enterprise performance improvement. Unlike niche, transactional and ERP vendors, SAS Human Capital Management integrates with performance management applications, including talent scorecarding (with strategy maps) and human capital budgeting and planning to help synchronize your financial and operational strategies.



Solution overview

With this solution developed specifically for analyzing human capital data for strategic management, you can investigate and understand how and when workforce trends, such as aging workers or leadership shortages, might impact your organization; measure and analyze key indicators so you can see if goals are being reached; compare key measures to benchmark data; and visually track, analyze and view results over time.

- Analytical human capital data model
- Predefined analysis
- Data management
- Information sharing and delivery

Analytical human capital data

model. Central to SAS Human Capital Management, this analytical data model provides access to frequently needed workforce data and simplifies reporting and analytics. You'll get descriptions of how your workforce data is represented based on your business requirements. The solution is also scalable, allowing it to adapt to changing organizational needs.

Predefined analysis.

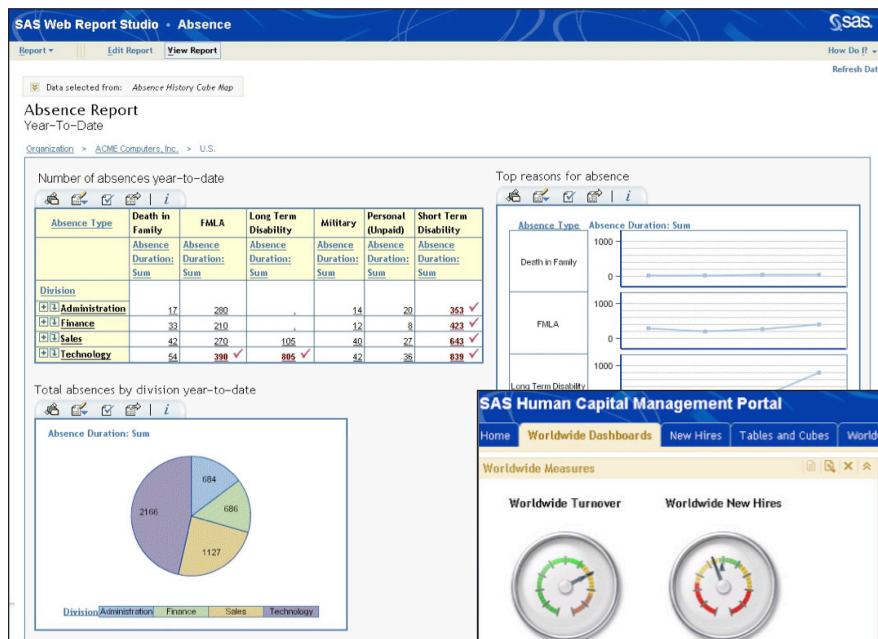
SAS Human Capital Management allows you to simulate and analyze organizational structure changes for workforce planning and modeling by moving groups or people to see the effect. View drillable demographic data spatially while presenting statistics about the displayed population.

Data management.

SAS Human Capital Management enables you to extract and integrate data from multiple legacy, transactional and ERP systems. SAS provides data cleansing for consistency and confidence in your human capital data, offering tremendous efficiency on a single platform for creating enterprise intelligence.

Information sharing and delivery.

With an easy-to-use, Web-based interface and role-based security and authentication, SAS provides a single access point for all your employee data. Store reports in a central document manager for all SAS solutions and access them in Microsoft Office via integrated toolbars and menus.



SAS Human Capital Management enables you to produce reports with the most requested workforce facts and information reliably and consistently for all levels of users in the organization.



Dashboards, favorite reports, customized data explorations, pre-built analyses, common tasks, forecasts, external URL sites and more are combined in the SAS Human Capital Management portal for quick access by all users.

SAS® Human Capital Management Technical Requirements

SAS Human Capital Management is a Web application on the midtier accessed through a Web browser on the client tier. SAS 9.1 servers run on the data tier to provide metadata, data and compute services.

Client Tier

Operating systems

- Windows XP Professional
- Windows 2000 Professional
- Windows 2003 Professional

Additional software

- A Web browser with cookies and JavaScript enabled is required. Microsoft Internet Explorer, Version 6.0 or later, is supported.

Middle Tier

The following list describes supported platforms for SAS Human Capital Management and SAS Information Delivery Portal.

Windows operating systems

- Windows 2000 Server or Advanced Server with Service Pack 3
- Windows 2003 Server or Advanced Server
- Windows 2003 Server, Enterprise Edition

UNIX operating systems

- AIX, release 5.2 or 5.3
- Solaris 10 on SPARC

Data Tier

Windows operating systems

- Windows 2000 Server or Advanced Server with Service Pack 3
- Windows 2003 Server or Advanced Server
- Windows 2003 Server, Enterprise Edition

Key Features

Accurate organizational view

- With a predefined human capital data (open warehouse) model tailored for decision support, gain a single-source, holistic view of your work force. The model is scalable, allowing it to adapt as your organization changes.
- Create an accurate overview of human capital across the organizational hierarchy.
- Display virtually any statistic about the employee population.
- Display metrics such as the number of days positions are open, total bonus amounts, comparisons and terminations by the displayed hierarchy.
- Simulate organizational structure changes for workforce planning and modeling by moving groups or people to see the effect on the displayed statistics.

Profile analysis

- Analyze profiles that quantify human capital assets.
- With a predefined analysis, geographically view and analyze population data, including headcount and other statistics per county, state or country.
- Provides a Web interface for viewing and exploring OLAP data with the SAS OLAP Viewer. Business users can see data from multiple angles, view increasing levels of detail and add inked graphs or maps to gain greater insights into trends, exceptions and opportunities.
- Use descriptive modeling (analyze what happened) and predictive modeling (predict what will happen) for areas such as absence analysis or which employees in your organization are most likely to leave with retention analysis.¹
- Enhance with SAS Talent Scorecard (with strategy maps), which surfaces data from SAS Human Capital Management and other systems.²

Data management

- Extract data trapped in legacy, transactional and ERP systems.
- Use one common solution platform for all SAS solutions to reduce learning curves through the same look and feel.
- Deploy with role-based user and security management, preferences and KPI management.
- Get unified data management and integration with common dimensions, data storage and access to ERP systems for one version of the truth across all applications.
- View and interact with key performance indicators against goals with the KPI viewer.

Information sharing and delivery

- Access centralized data description repositories for each application area (SAS Metadata Server).
- Get support for multidimensional databases (SAS OLAP Server) for slice-and-dice analysis.
- Use a single access point via a Web-based interface with role-based security and authentication.
- Store reports in a common document manager for all SAS solution applications.
- Transparently leverage the power of SAS data access, reporting and analytics directly from Microsoft Office via integrated menus and toolbars.

¹ May require additional software licenses.

² Requires additional software licenses.

Additional required software

- Microsoft Windows Script containing Visual Basic Script Edition (VBScript) Version 5.6
- JScript Version 5.6
- Windows Script Components
- Windows Script Host 5.6
- Windows Script Runtime Version 5.6
- Microsoft Software Update for Web Folders: <http://support.microsoft.com/default.aspx?scid=kb;en-us;892211>

UNIX operating systems

- AIX, release 5.2 ML5 or higher ML. SAS 9.1.3 is a 64-bit application and requires 64-bit environment (hardware and operating system support) in order to execute.
- Solaris 10 on SPARC

Database server

- MySQL 5.0.22
- MySQL Connector/J 5.0.3, commercial version

Additional software

- J2SDK: 1.4.2_15 (Sun)
- BEA WebLogic 8.1 with Service Pack 6 (Windows and UNIX Sun Solaris installations)
- WebSphere Application Server Version 5.1.1.5 (UNIX AIX installations)

About SAS

SAS is the leader in business analytics software and services, and the largest independent vendor in the business intelligence market. With innovative business applications supported by an enterprise intelligence platform, SAS helps customers at 45,000 sites improve performance and deliver value by making better decisions faster. Since 1976, SAS has been giving customers around the world THE POWER TO KNOW®.



**THE
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SAS Institute Inc. World Headquarters +1 919 677 8000

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