

Improve Decision Making with Workforce Insight and Analysis

SumTotal Workforce Analytics, powered by IBM Cognos, provides deep cross-functional analysis and reporting capabilities across the entire SumTotal talent platform to improve decision making.

Constantly changing business conditions have thrust human resources to the forefront of strategic planning. The foundation of process improvement is a company's ability to measure and provide real-time analysis of organizational performance. Reporting and analysis are key to an organization's success in managing employee resources.

86%

of companies have
or are planning a
significant investment
in reporting & analytics

*Source: SumTotal, *State of Global People Management* survey, 2010

SumTotal Workforce Analytics provides organizations with the information they need to more effectively design and implement business strategies in support of corporate objectives and initiatives. The solution leverages the extensive data and metadata harnessed within the entire SumTotal talent platform to provide a holistic view of workforce information. It also provides a variety of different tools to meet an organization's reporting and analysis needs. Reports can be aggregated into executive dashboards to provide at-a-glance graphical reporting of key performance indicators.

Each SumTotal solution includes numerous standard reports and reportlets that provide tabular information supporting various aspects of the particular solution. SumTotal Workforce Analytics, on the other hand, enables an organization to compare and relate deep analytical views across the entire talent management platform. For example, training efforts and costs can be compared to competency improvements; or, compensation improvements can be compared to employee retention rates.

Key Benefits

- Enable the HR organization to become a strategic resource by focusing on analysis in lieu of data collection and manipulation
- Leverage the rich data and metadata gathered using SumTotal to provide a holistic view of organizational information and trends
- Promote flexibility by enabling administrators to deploy and standardize business intelligence to multiple audiences and roles within the organization
- Empower non-technical users to conduct their own analyses through an easy-to-use, intuitive web-based interface
- Leverage deep analytic capabilities including: an ad-hoc report development wizard; scheduled recurring reports; reports published to portals and dashboards based on user role; comparison of data from multiple time periods; and trend analyses
- Utilize advanced role-based security to ensure proper user access rights and permissions



SumTotal Workforce Analytics leverages a robust and industry standard reporting engine (IBM's Cognos), which provides graphical displays of all data. Reports can be created in block, line, pie, radar, and map chart display formats. These reports can be dimensioned along various organizing points, such as hierarchy or time, and the data displayed can be zoomed in or out along that dimension. For example, in the time dimension, a report could display by year. A given year could be zoomed in and the report would display that year's data broken out by quarter or month. This capability is seamless and intuitive to the user.

SumTotal Workforce Analytics uses the same comprehensive security access rights as the rest of the SumTotal platform. Users can only see reports that they have the security rights to see, and can only see data about users with whom they have a specified relationship.

Cross-Functional Benefits

SumTotal Workforce Analytics is the core analysis engine for the SumTotal talent platform. All of the functional solutions within SumTotal make their data available seamlessly to SumTotal Workforce Analytics. These solutions include:

- 360 Feedback
- Career Development
- Compensation Management
- HR Management (HRMS)
- Learning Management
- Performance Management
- Recruiting & Hiring
- Social Collaboration
- Succession Planning
- Workforce Planning

“SumTotal has taken workforce analytics to another level by embedding them in the applications so managers can acquire the information necessary to take actions and make decisions in recruiting, assigning learning, determining compensation, and assessing performance.”

Mark Smith
CEO and EVP of Research
Ventana Research

About SumTotal

SumTotal Systems, Inc. is the global leader in complete talent management software that enables organizations to more effectively drive business strategy. Recognized by industry analysts as the most comprehensive talent management solution, SumTotal provides full employee lifecycle management, including a core system of record, from a single provider for improved business intelligence. The company offers customers of all sizes and in all industries the most flexibility and choice with multiple purchase, configuration, and deployment options. We have increased the performance of the world's largest organizations including Sony Electronics (NYSE: SNE), AstraZeneca (NYSE: AZN [ADR]; London: AZN), and Amway (KUL:AMWAY).

For more information, or to request a demo, please call +1 (866) 768-6825 (US / Canada), +1 (352) 264-2800 (international) or visit www.sumtotalsystems.com

Corporate Headquarters

SumTotal Systems, Inc.
 2850 NW 43rd Street
 Suite #200
 Gainesville, FL 32606 USA
 Tel: +1 352 264 2800
 Fax: +1 352 264 2801

EMEA

SumTotal Systems, UK
 59-60 Thames Street
 Windsor, Berkshire
 United Kingdom, SL4 1TX
 Phone: +44 (0) 1753 211 900
 Fax: +44 (0) 1753 211 901

APAC

SumTotal Systems India Pvt. Ltd.
 7th Floor Maximus Towers
 Building 2B, Mind Space
 Raheja IT Park, Cyberabad
 Hyderabad, AP- 500081, India
 Phone: +91 (0) 40 6695 0000
 Fax: +91 (0) 40 2311 2727

© 2011 SumTotal Systems, Inc. All rights reserved. SumTotal, and the SumTotal logo, are registered trademarks or trademarks of SumTotal Systems, Inc. and/or its affiliates in the United States and/or other countries. Other names may be trademarks of their respective owners. 11_0221LS