



# Infor HCM Analytics

## Increase productivity and create a better workplace

For most organizations, labor costs comprise a significant portion of the annual budget. Inefficient labor and staffing processes can lead to budget-busting overtime pay, excessive reliance on costly staffing agencies, and staffing of expensive resources where more economical ones would do. What if you could clearly see patterns in your labor expenses, anticipate staffing needs, and reduce or eliminate more costly coverage?

Infor® HCM Analytics helps address your most pressing questions about labor and staffing. Built by business intelligence experts, HCM Analytics reflects a deep knowledge of your industry and the optimal business processes that help ensure the delivery of quality customer service and employee productivity through detailed reporting features for the metrics that drive business results.

## Improve results care with labor-driven metrics

HCM Analytics hones in on labor data to help your organization measure activity, monitor trends and evaluate processes with an eye toward improvement.

The solution helps empower your leaders by delivering relevant and timely labor data into the hands of the people and teams who can best apply the information to your organization's benefit.

With potential for greater clarity around staffing effectiveness and productivity, you could find yourself more readily able to identify issues that affect your employees and create a more focused and energized workplace.

**With Infor HCM Analytics, your organization can access and share the information many top corporations have found to be vital to economic viability.**

HCM Analytics can help your organization:

- Gain insight into labor costs and productivity
- Plan for fluctuating staffing needs
- Reduce wait times and incidents
- Manage overtime, agency and staffing costs

## Key capabilities

- Extract labor productivity data from your Infor and non-Infor systems to obtain a single listing in a straight forward format.
- Help improve quality and value of labor productivity data.
- Information sharing to help support a highly collaborative culture.
- Help improve decision making around hiring, scheduling, payroll and staff development for better management of staff costs.

# Uncover the truth about labor and staffing

HCM Analytics helps your organization analyze key information to reveal opportunities for improvement in essential labor-related processes, including:

- Nonproductive time
- Premium labor expenses
- Department cost variances
- Hours and dollars per service unit
- Absence trends
- Time to hire
- Staff tenure
- Wage and staffing variance
- Staffing-to-wait-time impact
- Staffing-to-incident impact
- Employee mobility
- Turnover trends
- Performance ratings patterns

For further information about HCM Analytics or other Infor solutions, call 1-800-477-1357, direct at +1-651-767-7000, international at +46 8 5552-5000.



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