

Use Metrics for a complete picture of corporate health!



Human Capital Metrics:

HRW@RE Metrics is a tool that helps HR Departments to develop, monitor and drive corporate strategies through access, presentation and analysis of human capital information. It allows you to identify, track and analyze key variables by functional area and business need, and then graph them over a user defined time period, to highlight human capital trends and the interaction of key variables.

HRW@RE Foundation ships with "out of the box" integrated metrics specific to each functional HR area. Your company can also create its own metrics, using data from within **HRW@RE Foundation** or taken from other systems.

Most companies only look at profit and loss statements and other financial indicators to access the overall health of their organizations. The addition of HR metrics can provide your company with a more complete picture which considers one of your organization's largest expenses, your Human Capital.

Flexible Acquisition Options:

Traditional In-House Model

- One Time Capital Expenditure
- Managed In-House as a Traditional Business System

Hosted Model

- Monthly Operational Expense
- Outsource Management of Application, Database & Hardware

Enjoy Exceptional Benefits:

Organizational Benefits

- Facilitates the Analysis of the impact of HR programs (and related costs)
- Helps to identify HR Trends before they affect the business
- Shows how well company HR Strategies align with Corporate goals
- Provides the framework for "pay for performance" plans
- Integrates with third party benchmark data
- Evaluate your organization against industry standards
- Compare your company against other company averages

Management Benefits

- Standard metrics to save you time
- user-defined metrics for more reporting power & flexibility
- Reports & graphs provide visual impact
- Allows management to measure itself against company goals & objectives
- Easily understood by CEO, CFO & senior management

Basic Metrics Examples

- Cost per hire
- Turnover rate

Complex Metrics Examples

- Employee satisfaction
- Quality of hires

HRWARE is changing the way Canadian organizations compete in the global business arena. For more on what HRWARE can offer you, visit us at www.hrware.com, call (905) 840-2521 or email:

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