

# IBM Software Group

## Workforce Performance Management (WFP)



### Solution Description

For organizations trying to improve human capital performance, IBM's Workforce Performance (WFP) is a packaged analytic solution that provides interactive insight into workforce issues (e.g., capacity, acquisition, development, retention, performance and compensation). By consolidating analytic reporting from multiple systems, the WFP solution is able to bring together relevant information for disparate siloed systems.

The solution includes a set of analytic and operational reports which contain workforce metrics that provide insight to workforce business questions. This means Human Resources (HR) professionals can accelerate decision making by using standard reports that can be simply configured to meet the rapidly changing business needs. This, in turn, enables faster insight and smarter workforce decisions.

### Features & Benefits

The WFP solution allows companies to:

- Deliver accurate, organization-wide visibility across different HR management systems and other data systems
- Generate packaged reports quickly to gain cross-functional insight into workforce performance from multiple data sources
- Standardize HR reporting with best practice metrics and leading indicators for business focused reporting and analysis
- Align HR departmental strategy with corporate objectives utilizing consistent reporting and analysis
- Streamline the configuration of reports and add new content quickly to meet changing workforce requirements cost-effectively
- Standardize HR and performance management capabilities on a single IBM platform to lower total cost of ownership and accelerate time to insight

### Value Proposition

IBM's WFP solution can improve workforce planning and management decisions by utilizing Adaptive Analytics. Key workforce measures (e.g., headcount, turnover, compensation, incentives and workforce performance) are compiled in to dashboards, scorecards or standardized reports. The solution delivers consistent, relevant workforce information, connected to source systems that easily adapts as business needs change. WFP transforms data from HR management systems into actionable information enabling a more effective management of human assets.

#### IBM Segment

- Cognos

#### Business Function

- Workforce Performance Measurement

#### Target Industry

- Energy and Utilities

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