

METRICS

Metrics is a tool that allows HR Departments to develop, monitor and drive corporate strategies through access, presentation and analysis of human capital information.

Most companies only look at profit and loss statements and other financial indicators to assess the overall health of their organizations. But that's really only part of the picture.

Consider that one of the largest expenses in a company is human capital – salaries, benefits, training, as well as the cost of attracting and retaining talent.

If you look closely at HR *metrics*, you get a more complete picture that highlights the impact of HR programs and related costs, HR trends and an indication of how well these indicators align with the corporate goals and strategy.

Using NuViewHR Metrics, companies identify, track and analyze key variables, by functional area and business need. This is then graphed, over a user defined time period, to highlight human capital trends and the interaction of key variables.

NuViewHR ships with “out of the box” integrated metrics specific to each functional HR area. Companies can also create their own metrics, utilizing data from within NuViewHR or imported from other systems.

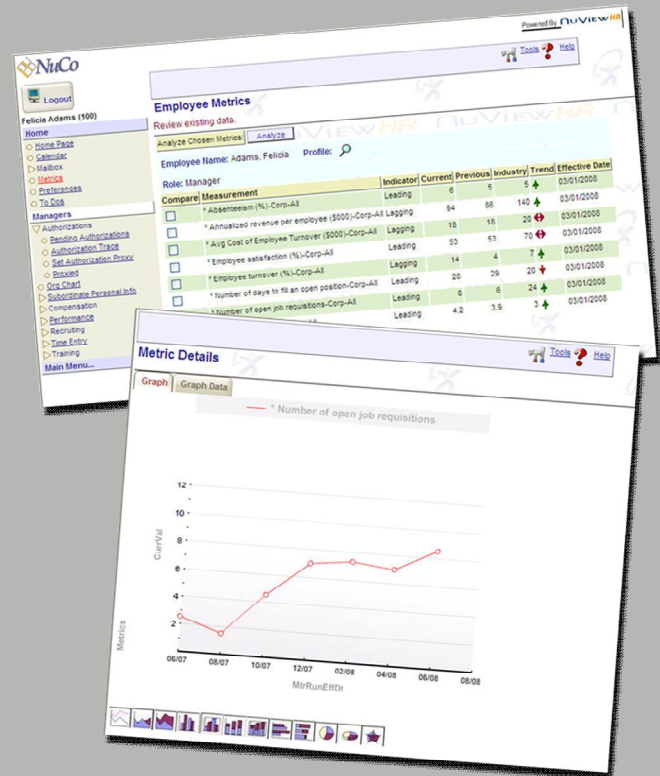
Taking it one step further, Metrics provides a benchmark for management to measure itself against company goals and objectives, as well as against industry standards.

Metrics is presented in a “language” that is easily understood by the CEO, CFO and senior management, making it easier to link HR programs, results and business outcomes.

Metrics can be implemented at all levels, starting with base metrics, such as days to fill, cost per hire, and turnover rate, and progressing to more complex metrics such as employee satisfaction and quality of hire, which might involve a combination of factors and/or formulas to calculate.

HIGHLIGHTS

- ✓ Standard and user-defined metrics
- ✓ Comparisons: dept to company & company to industry
- ✓ Ability to import outside/3rd party data
- ✓ Reports & graphs
- ✓ Time based views for trend analysis



FUNCTIONAL AREAS COVERED

DEPARTMENT MANAGERS

SENIOR MANAGEMENT

- Performance management, by role
- Comparisons against company averages
- Comparisons against industry standards
- Roll up & drill down capabilities
- Integration of third party benchmark data
- Reports and Graphs

ABOUT NUVIEW SYSTEMS

NuView Systems is a global provider of HR & Payroll software tools that enable business strategy through advanced HR technology, across the enterprise, on a worldwide basis. Designed for organizations with a strategic HR vision, which utilize our flexible technology to achieve that vision, NuView's clients are leading organizations that have improved organizational effectiveness and earned global recognition for the strategic delivery of HR & Payroll services to their respective organizations.

NuView's web native product suite has won numerous awards, including "Top Ten HR Products of the Year" by Human Resource Executive magazine, and a Human Resource Technology Excellence Award for Innovative & Creative Development of HR Technology Solutions – HRMS.



200 Brickstone Sq., Suite 303
Andover, MA 01810
978-296-6600
www.nuviewHR.com

METRICS

HR & BENEFITS ADMINISTRATION
SELF-SERVICE (ESS & MSS)
RECRUITING MANAGEMENT
CANDIDATE SELF-SERVICE
COMPENSATION MANAGEMENT

TRAINING ADMINISTRATION
PERFORMANCE MANAGEMENT
SUCCESSION MANAGEMENT
TIME ENTRY
PAYROLL

REPORTING
LEGAL LINE
GLOBAL CAPABILITIES