



## Synerion Analytics Synerion's Business Intelligence System

Information, as a record of experience, is important for any organization if it wishes to improve its business performance.

Synerion Analytics, the business intelligence system for managers, leverages the data accumulated in Synerion systems deployed within your organization. Providing a comprehensive up-to-date view of the organization's human resource performance, it enables managers to improve business practices.

Advanced analysis and reporting capabilities, using graphic reports and displays of integrated data, support managers in making decisions that affect the cost, productivity, and management of your organization's human resources.

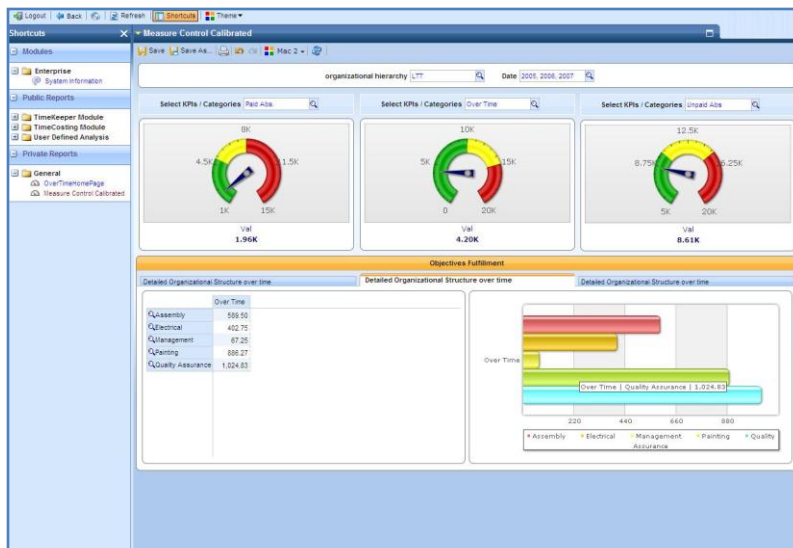
### Experience as a Basis for Action

Synerion's business intelligence system allows analysis and comparison of data across all Synerion solutions. Managers can respond to key performance indicators (KPI) with immediate corrective action, monitor results over time, and help meet the targets set by strategic and operational plans.

Current and historical data help determine what may work best for your organization. It identifies trends, compares productivity levels of different employees, departments, and locations, pinpoints problematic areas, identifies gaps, examines strengths and weaknesses, as well as plans for and promotes human resource capabilities.

### Key benefits of Synerion Analytics:

- **In-depth information and decision-making capabilities** using the business intelligence system that works across all Synerion systems
- **Increased transparency** through multi-dimensional graphic displays, and the ability to drill down into data
- **Tracking changes** and trends that affect organizational performance
- **Uncovering hidden yet critical information** that impacts your HR management decisions, and your organization's business results
- **Immediate response and instant corrective action** by managers to issues identified as problematic
- Using public folders **to implement a single version of the truth** within the organization.



# Foundation Synerion Analytics

## Main Features

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### Management Information

- Analysis tool of data accumulated in the employee time and attendance system (Synerion TimeKeeper), the activity-based costing system (Synerion Time Costing), and the employee recruitment system (Synerion Recruitment)
- Dashboard for the selection, customization, and immediate display of the main performance metrics, including overtime, tardiness, and more
- Ad hoc queries, with the ability to modify views on the go using the slicer to capture the information you need
- Rapid search through vast amounts of data to locate the information needed by HR management for addressing specific business issues
- Analysis and display of complex metrics (e.g., overtime, tardiness, etc.) for different cross-sections by organizational structure (location, department, individual employee) and period of time (year, quarter, month, day)
- Pay period comparison of two user-defined pay periods, in order to identify irregularities.

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### Trend Detection

- Detection of business trends based on analysis of key performance indicators (KPI)
- Maintaining business rules: integrating information from various Synerion solution systems, such as Synerion TimeKeeper and Synerion Time Costing, to enforce business rules and calculate metrics
- Data retrieval from the Synerion Recruitment system for analysis of various metrics such as:
  - Distribution of work time per resume
  - Distribution of resume intake
  - Distribution of recruitments
  - Distribution of recruitments by recruitment source.

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### User Interface

- Intuitive and easy-to-use interface
- Management tool that allows control and monitoring of HR issues without the need for familiarity with the Synerion systems.

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### Technology

- Access to data and displays based on an authorization level system (a combination of level of permission and departmental/organizational association)
- Export of reports to a variety of formats, including Microsoft® Excel and HTML
- Drag-and-drop selection and inclusion in reports of data, tables, and graphic objects
- Implementation of advanced BI technologies: rich reporting and analysis environment, including relative and multi-dimensional (OLAP cubes) data structures.

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### Solution Architecture

- Environment: WIN 2003-2008
  - Database: SQL 2005 or higher
  - Work environment: .Net Framework 2.0.
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