

CORDA CenterView™ Enterprise Dashboard Eliminates Guess Work and Surprises for HR Professionals

Brings Balance to Needs of Organizational Triangle: Customer, Company, and Employees

Human Resource Department Case Study Summary	
The Challenge	Monitoring all of the statistics and information needed to functionally manage human resources for the achievement of organizational goals.
The Solution	Implementation of Corda Technologies' CenterView enterprise dashboard to monitor key performance indicators related to all aspects of human resources.
Business Value	HR professionals can more readily balance their human resource needs by applying real-time data monitoring into making critical and actionable decisions.



Whether it's meeting the profitability expectations and demands of its shareholders, worrying about the product value, quality, and reliability for its customers; or managing the needs and wants of employees as it relates to human productivity; companies today must juggle many different aspects while efficiently maneuvering their global operations.

At the center of all this in most companies is the human resources executive—a maestro of control, balancing the needs of the company with the needs of all the human capital the company has invested in. While most departments in an organization have clear set goals and objectives—sales sells things, manufacturing builds things etc.—HR departments stand alone in balancing the three top needs of any corporate enterprise.

Called the balanced triangle, HR departments are responsible for meeting the strategic goals of the company as it relates to three key areas:

- Customers
- Company
- Employees

To the layman, these three items of the balanced triangle might not seem to have all that in common, but to the HR professional finding the balance in meeting the needs of all three has a significant influence on the success of reaching its goals. Customers need to be happy in order for the company to be profitable, which if it is the shareholders are generally happy, and behind it are the employees throughout the organization who make it all happen—if they're specific needs are met.

A well functioning organization has strategic goals and objectives it is always trying to meet. The HR department's main responsibility is meeting the needs of its human resources and meeting the needs of the company—almost a referee of sorts that tries to keep all the needs in balance without one having an advantage over the other.

The Challenge

The biggest challenge HR executives face in maintaining this balance is the difficulty in monitoring all of the details related to human resources, or even deciding what the relevant items to monitor would be. Items such as: corporate cultural, employee surveys, performance against corporate values, employee rewards, total head count, functional head count, head count within a given market, product category, industry segment, geographic distribution of human capital, productivity per employee, revenue or cost per employee, employee satisfaction, employee performance, salary budget distribution, attrition, patents per R&D staff, employees by region etc.

Each of these in-and-of-themselves pose challenges due to the large of amounts of data they create. Combined with the fact that as relationships and synergy between each of these areas becomes a key performance indicator as well, the mountain of data and information continues to grow and becomes a logistical nightmare for busy HR executives who need to make critical decisions that benefit the company in achieving goals and objectives. Not an easy task coming from hundreds of spreadsheets, database searches, etc.

The Solution

One of the best solutions to increasing HR management efficiency is to be able to make instant critical decisions on any element of the HR process anywhere and at anytime. A CORDA CenterView enterprise dashboard allows HR professionals to not only monitor every aspect of the organizations HR needs and requirements, but will in fact validate their instincts when making company crucial decisions.

With CenterView, executives determine what the most important key performance indicators (KPI) are they want to monitor to keep them completely in the know regarding HR. CenterView graphically displays KPIs in real-time so executives can make critical decisions with confidence for their global operations. It centers HR information from all corporate sources into a single graphical view giving executives the power to 'know' anywhere and anytime the information they need.

Let's look at a couple of different ways to use CenterView to monitor KPIs.

Head count KPI. At any given time, an HR executive can see not only the number of employees, but also the detail associated with head count with simple clicks that drill down to additional information such as head count by department etc. This information readily available allows the HR executive to determine where staff augmentations need to take place and how much time and money it will take. In critical times, such as during a merger or acquisition, it allows the executive to quickly see what is necessary to assess head count needs and the investment required.

Performance Management KPI. Every goal an organization sets must be met with excellent performance for its achievement. Employee performance management then becomes a KPI that must be monitored to achieve goals. Whether it's aligning work plans with corporate objectives, or periodic assessment of an individual's achievements, CenterView keeps performance indicators at their fingertips.

Other crucial KPI's could include attrition monitoring, employee satisfaction, and compensation/bonus administration. Whatever the KPI, HR executives are better prepared to use the critical indicators they need from the massive amounts of information companies generate each day in their decision-making.

In Conclusion

CenterView lets HR executives know anytime, anywhere key details of their human resources via a sleek and powerful enterprise dashboard—CenterView. It can be easily implemented in any organization regardless of size. What may well begin as an HR only dashboard, CenterView has a viral effect in an organization and is easily duplicated in other departments and among corporate executive staff's creating an overall environment that fosters better information monitoring that turns information into action for the achievement of organizational goals.

It provides the company's executives with the power to 'know' exactly what is going on at all times. It centers information from sources across their enterprise into a single graphical view allowing them to monitor information in real-time. It also allows them to click down to the smallest detail of their human resources information.

CenterView goes well beyond other competitive dashboards since it is based on a true interactive data visualization model that is independent of any other analytical technologies, and yet pervasive enough to gather data instantly from unlimited sources from virtually any data model or business information system, including: Microsoft Excel, MySQL, Oracle, Sybase, Postgress, Flat Files, Plumbtree, BEA Portals, and MS SQL Server.

Availability and Pricing

Available immediately, the Corda CenterView enterprise dashboard is available directly from Corda and its network of system integrators. Pricing is on a concurrent use license basis. Contact Corda at, sales@corda.com or call (801) 805-9400 for additional implementation or sales information.

About Corda Technologies

Corda Technologies is the leading provider of enterprise applications for creating dashboards and interactive data visualization solutions that enhance smart decision-making. For a decade, Corda has led the evolution of data visualization from static charts and graphs to interactive, intuitive executive dashboards. Its award-winning solutions include developer tools, enterprise server products and professional services that improve business performance and enable customers worldwide to enhance bottom-line results. For more information regarding Corda, its customers, awards and partners, please visit <http://www.corda.com> or call (801) 805-9400.



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