



SumTotal Analytics

Visibility is the new currency of effective business management, and today's organizations have the opportunity to accelerate growth and expand their talent with an integrated approach to managing their workforce.

SumTotal Analytics is the industry's most advanced business intelligence solution that enables organizations to gain deeper insight into their business by providing an integrated, actionable view of global workforce information.

Our Analytics solution provides access to a single, unified learning and talent management model along with business metrics like productivity, sales bookings, customer satisfaction and time-to-productivity. The data is presented in a personalized, intuitive and highly configurable user interface, which allows you to track metrics, set targets, identify deviations and take actions — without leaving the application.

With SumTotal, you can drive root cause analysis and create actionable intelligence with powerful dashboards that enable users to filter, sort, group, drill-down and change the way information is visualized. Gain insights from the information that is most relevant to you and drive continuous improvement by measuring against pre-defined benchmarks

Providing insights with impact

- **Comprehensive**, global view of talent — skills, knowledge, assignments and business impact
- **Demonstrable ROI** and business impact of talent and learning initiatives
- **Retention of key performers** and their associated customers and revenue
- **Better management** of hiring costs through identification of the highest quality sources
- **Improved productivity** of management and HR staff — allowing time for strategic impacts
- **Reduced risk** of non-compliance with proactive monitoring
- **Lower costs** of business intelligence development with a pre-built solution

Enabling effective decision making

- Most comprehensive strategic talent data warehouse
- Strategic workforce analysis integrated with external business data for easy modeling of “what if” scenarios
- Actionable intelligence to drive closed-loop execution and continuous improvement
- Pervasive access at the point of need with full mobile and offline access

Leveraging Analytics to solve HR challenges

48%

desire better insight on knowledge, skills, and capabilities for execution of business strategy

46%

want to leverage analytics to evaluate workforce performance

49%

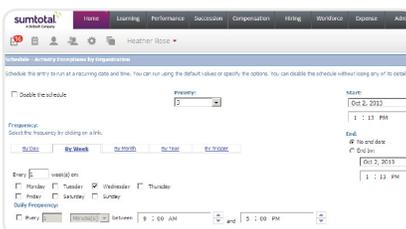
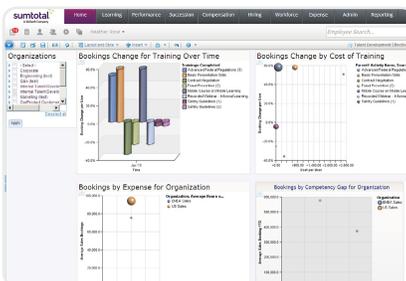
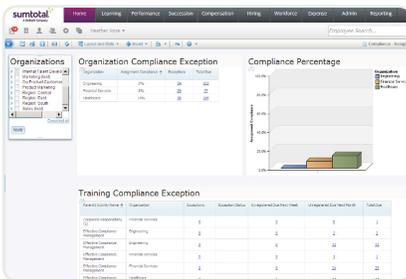
have a gap in analytics for developing succession plans and career paths

17%

say HR is a proactive leader in the organizational strategy process

With our propriety elixHR® platform, you can plug in any data source — an HRIS, a payroll system, a talent or learning management system, an ERP or even LinkedIn or Salesforce.com — creating a “virtual system of record” with near real-time data mapping.

Analyzing your workforce



Comprehensive Analytics: Have all your core metrics at your finger tips with information from across the SumTotal Talent Expansion® Suite.

Performance Dashboard: Monitor, evaluate, and plan your talent strategy for your business future.

Compliance Dashboard: Manage exceptions and ensure compliance achievement.

Bookings Dashboard: Integrate talent, learning, and workforce data with your business systems.

Report Authoring: Create your own reports and dashboards tailored to your specific requirements with easy to use tools.

Report Scheduling: Get your information at your convenience for standard and ad hoc reports.

SumTotal Analytics includes:

- The industry's most comprehensive talent data warehouse with over 200 interlinked business objects across core HR, learning, performance, succession, compensation and career development
- 50+ pre-built key performance indicators (KPIs) for rich analytics most critical to companies and industries
- 60+ pre-built reports and graphical widgets covering key areas of talent and learning
- Integration with external business data to compare talent data and drive meaningful analytics
- Out-of-the box, powerful, role-based dashboards
- Ability to extend out-of-the-box dashboards and reports to create customized analytics and KPIs
- Flexible, to easily build, publish and schedule analytics
- Actionable intelligence including drill-through reports and the ability to take direct action from within an analytic
- Full mobile and offline access to metrics, dashboards and reports
- Embedded analytics within customer portals (e.g., SharePoint, JSR)
- Integration with Microsoft Office tools

Provide visibility to the business outcomes of talent investments - in a single, integrated solution.

Find the 'why', not just the 'what'

As companies navigate today's dynamic economy, many have only a partial understanding of their current and future workforce needs. Too often, the data required for true HR analytics is found in a range of systems, from various HR systems that address recruiting, compensation, performance and learning to those that are geared towards sales and operations. And, because organizations struggle to integrate data from these disparate sources, they are slow to move from tracking basic transactional data to turning that big data into actionable intelligence that can drive strategic decisions. To be truly valuable to the business, HR data should be combined with business performance data to generate trends and correlations that push towards the 'why' rather than the 'what'.

Think bigger than HR. Which is more valuable?

- Knowing that 80 percent of your employees finished a training course.
- Seeing at-a-glance that requiring your team to complete training on sales negotiations would improve team capability and likely increase the number of closed deals by 10 percent in a quarter.

Most people would choose the second outcome. To achieve this, a completely different approach to HR technology and analytics is required.



For more information or to learn more, visit www.sumtotalsystems.com or call

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"We were never able to track activities, collect evaluations, or do business analytics before. SumTotal gives us the foundation to do this with our global data warehouse. Now we can see what we're doing and merge that with business data to see how effective we are and make adjustments as needed."

Randy Fingleton

Amway Global LMS Manager

Every SumTotal solution is:

- Fully integrated today with all of our Talent Expansion Applications
- Powered by the elixHR Platform
- Built to work with other technology in your environment
- Offered on-premise or in the cloud, private or public

Solution videos

[SumTotal elixHR Platform](#)

