

HR ANALYTICS

**#HireToRetire
Software**

ASL Consulting, a division of ASL Enterprises Inc. (ASL), is a leading provider of Human Capital Management Systems Software and Professional Services. Since 1989, ASL has provided software and professional services to private, public and not-for-profit organizations globally supporting multiple languages, currencies and country regulations. Today, our software is used in over 49 countries. For more information visit our website at www.aslconsulting.com

HR Analytics



Flexible Tools For Analytics

ASL's HR Analytics includes a combination of tools that work seamlessly together to help companies analyze Human Resources information. HR information contained in solutions that make up the ASL HRMS Suite is combined with other important sources of data throughout the enterprise to provide a consolidated view of HR and overall organizational performance. Regardless of their role in the organization, employees can get meaningful, timely information via digital dashboards and a guided report writing tool. Supplementing these tools are pre-built predictive and proactive metrics that deliver real-time information to allow personnel to take preventative action and maintain business performance.

Digital Dashboards

Using ASL's HR Dashboard allows HR, executives, middle managers, line managers and employees to visualize how their actions are impacting overall business performance on demand. By understanding the linkage between their objectives, measures and the organization's strategy, employees can take immediate corrective action before it is too late. ASL's HR Dashboard includes pre-built metrics with the ability to define acceptable, warning and unacceptable ranges. At anytime users can choose whether they would like to drill-down to see the details of any metric.



Predictive Analytics

HR Analytics includes a number of pre-built complex predictors, in addition to metrics, that allows organizations to look into the future and facilitate business continuity. These predictors utilize sophisticated Artificial Intelligence, Machine Learning and other adaptive techniques to provide insight that would be virtually impossible for HR team members or other business leaders to glean. Predictors such as flight risk of critical talent, new hires needed in the future, future recruitment costs and more over the short, medium and long term are available. Because the system is fully secured, it may be used by anyone within the organization and is particularly useful for employees and line managers.



Web-based Report Writer

The Web-based Report Writer is intended for users who want complete freedom and power to create their own reports and analyses. Using a guided approach, the report writer guides users through the process of creating analytic reports. These reports can be saved for future use or edited and used as many time as required.



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CANADA: 1.800.INFO.ASL

UK: 1.800.189.3130

AUSTRALIA: 1.800.750.595

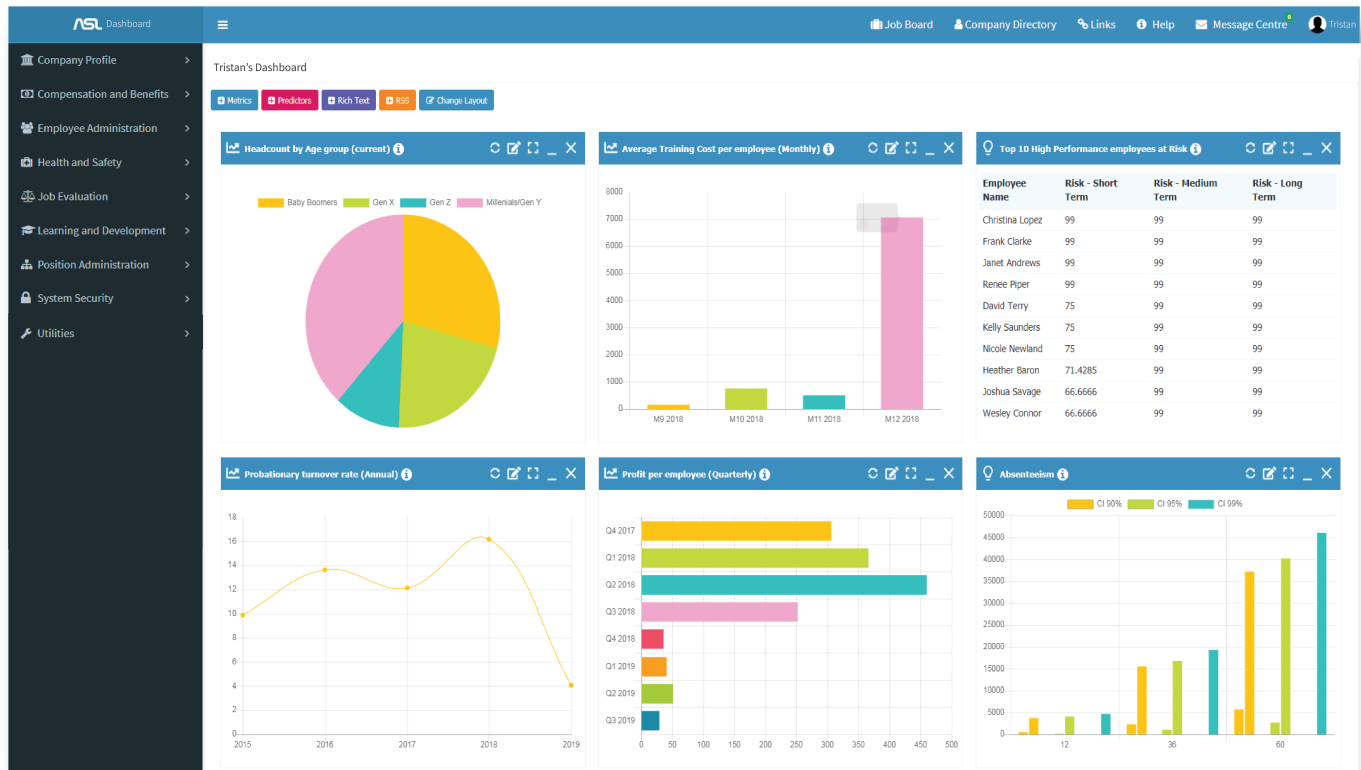
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HR Analytics



Transform Data into Knowledge

The sheer volume and breadth of data available through myriad enterprise systems such as HR, Payroll, Financials, Manufacturing and CRM makes it difficult for human resources, executives, middle managers and employees to get timely knowledge on factors affecting them and the organization. In addition, existing BI tools require significant and costly development by IT and are too inflexible to be effectively delivered to all of the users within the organization. ASL's HR Analytics makes this happen twice as fast at half the cost using standard libraries of metrics.



Improve Business Performance

It has been said that you can't improve what you can't measure. Determining what to measure can also be a challenge since business performance is driven by so many related and interdependent factors. Using HR Analytics allows you to monitor the impact of a variety of factors. Users can drill down at the location, division, department, position and individual employee levels to understand the underlying reasons and decide on corrective actions to re-align individual and departmental objectives with those of the organization.



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Integrated Tools

Authorized users see integrated organizational performance spanning multiple systems and data sources.

Digital Dashboards

Graphical data visualization for better insight using a familiar and easy-to-comprehend interface.

Embedded AI

Artificial Intelligence provides insights that would be virtually impossible for humans to gather from their data

Ease of Use

Browser-based user interface coupled with step-by-step guidance means that minimal or no employee or supervisor training is required.

Guided Report Writer

Users can create complex analyses from scratch using a wizard-based approach that guides them through the process.

Pre-built Metrics

Save time, money and risky software development with older Business Intelligence Tools.

Multi-level Security

Assign the required access levels to employees and supervisors to enable time entry, expense tracking, access to specific projects & tasks and the ability to review and approve timesheets.

Proactive Alerts

Provide users with insight and knowledge to maintain performance throughout the enterprise.

Predictive Analytics

Utilize historical data from many systems to provide knowledge on a predictive basis.

On-Demand Tools

Immediate visibility of factors affecting workforce performance including drill-down to focus immediately on urgent and actionable business issues.