



NUVIEW SYSTEMS INC

*The metrics tool allows HR Departments to monitor, develop, and drive corporate strategies through access, analysis, and presentation 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. One of the largest expenses in a company is human capital – salaries, benefits, training, as well as the cost of attracting and retaining talent – that is where Metrics comes in to play.*

**A CLOSER LOOK** • 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 a sense of how well these indicators align with corporate goals and strategy. Using NuViewHR Metrics, companies can identify, track and analyze key variables by functional area and business needs. This is then graphed, over a user-defined time period, to highlight human capital trends and the interaction of key variables.

**INTEGRATED OR CREATE YOUR OWN** • NuViewHR also comes with 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 also provides a benchmark for management to measure itself against company goals and objectives, as well as industry standards.

**FUNCTIONS ON ALL LEVELS** • Metrics is presented in a language that is easily understood by the CEO, CFO and senior management, making it easier to link HR programs to results and business outcomes. Metrics can be implemented at all levels including base metrics which accounts for days to fill, cost per hire, and turnover rate. Metrics progresses to more complex metrics including employee satisfaction and quality of hire. It also has the ability to create standard and flexible, user-defined fields. Metrics allows the user to make comparisons like department to company and company to industry which are crucial to business intelligence.

## HIGHLIGHTS

- Ability to import outside/3rd party data
- Reports & graphs
- Time based views for trend analysis
- On-demand metrics on user's home page
- Performance management, by role
- Comparisons against company averages and industry standards
- Roll up and drill down capabilities



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