

FEATURES



IHRIM.link Linking the World of Human Resource Information Management

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5 Dashboards and Scorecards: The New Face of Business Intelligence

By Wayne Eckerson, The Data Warehouse Institute

Dashboards and scorecards are the key tools in a performance management discipline that enables executives to communicate strategies in a customized way to each employee and monitor the execution of those objectives to fine-tune the organization and keep it on track.

8 The Human Resources Dashboard: Visualizing Employee Data to Drive Business Strategy

By David Ludlow, mySAP ERP Solution Management

Human resources managers in particular are benefiting from dashboard technology as they receive fresh, actionable information to address ongoing trends, streamline employee management processes and align the HR department with key business goals.

12 Maximizing Workforce Analytics Through Dashboards

By Joanne Bintiff-Ritchie, DoubleStar, Inc.

With workforce analytics dashboards shared company-wide, data-driven workforce decisions from the executive level to line managers are enabling companies to optimize their most critical but last-addressed area for improving operational efficiencies and business performance outcomes.

16 Benchmarking and its Role on Dashboards

By Brian Kelly, Infohrm and Scott Pollak, Saratoga

Benchmarking is an approach whereby organizations evaluate various aspects of their processes in relation to best practice, usually within their own industry sector. In this article, two well known companies answer several questions to help readers understand the value of providing benchmark data for strategic planning and investments.

20 Meaningful Dashboards for HR Operations

By Rob Eidson, Deloitte Consulting

The purpose of this article is not to devalue, in any way, strategic HR metrics, but it is meant to place a value on those day-to-day operational metrics and improve the operational capability of HR. The author describes what an "HR Operations" dashboard should and should not look like – and looks at what it takes to make a dashboard meaningful, relevant and useful.

23 The Trick to HR Measurement is that It's Not Just the Numbers or the Interface

By Dr. John W. Boudreau, University of Southern California and Peter M. Ramstad, The Toro Company

Human Resources will never have measures that are equally significant to Finance or Marketing so long as they only focus on the activities or benefits of the HR function or programs. To be relevant "at the table," HR must focus on and help talent decisions wherever they are made – by operating and executive management.

26 Visualizing Organizational Metrics from Web-based Organization Charts

By Jim Candler, Human Concepts

The implementation of a centralized, Web-based organization charting platform can provide a return on investment normally reserved for multi-million dollar dashboard systems at a fraction of the cost. It might be best to review these systems before investing heavily in an executive dashboard system.

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