

Aquire InSight™ Specifications Sheet

Metrics and Key Performance Indicators

Includes industry-standard workforce metrics and KPIs, configurable for customer-specific needs

Recruiting: new hire rate, average time to fill vacancies, quality of hire

Internal Movement: Promotions, transfers, attrition

Human Capital Effectiveness: retention rate, terminations, new hire turnover, tenure, workforce growth rate, absenteeism rate

Finance: all workforce costs, cost-per-hire, overtime costs, revenue and profits per employee

Decision Support Portal

Create manager-specific secure workforce dashboards with ability to save views and access them from the Home Page

Access Trend Reporting and Analysis, Org Chart Dashboards, Employee Movement Analysis and Custom Reports all from a secure Home Page

Reports accessible from a secure Home Page

Use single sign-on control and granular security settings to define access to hierarchically sensitive data throughout Aquire InSight

100% Hierarchy-Driven Workforce Analytics Dashboard

Visualize metrics by hierarchy, span of control, position type and more in clear, concise bar graphs and pie charts

Use heat maps to highlight data in the context of span of control

Configure role-based access to control-sensitive information

Automatically create searchable and printable org charts

Visualize and compare every span of control with average for that hierarchy

Filter every metric by any subset of the workforce

Export reports to Microsoft® Excel and PowerPoint

Produce automatic legends

Display configurable metrics in enterprise-wide org chart

Highlight thresholds using conditional formatting

Predictive Analytics

Forecast all KPI's and metrics trends for any given time period

Instantly create future headcount forecasts for every part of organization

Study historical trends to determine accuracy of forecasted models

Trend Reporting and Analysis

Click on any point in time to view the employees behind that data point

Personalize trend views based on workforce trends

Link and annotate business events to track executive decisions and resulting ROI

Capture and track workforce planning goals

Quickly visualize contingent workforce in correlation to employee trends, financial impacts and other events

Employee Movement Analysis

Select any timeframe to analyze that period's employee movement

Click on any employee movement metric (promotions, transfers, etc) to identify affected employees

Measure talent flow between hierarchy levels filtered by performance or potential ratings, critical roles and other succession planning criteria

Quantify trends in hiring and terminations for every definable area

Monitor employee movement in specific groups or demographics

View trends in hiring and terminations for every definable area

Measure internal hire/retention rates, regret attrition and transfers

Compare employee movement analytics for every part of the organization

InSight as a Service™ Consulting Experts

40 hours per month of dedicated consulting from our certified workforce analysts
Guide software configuration based on customer specifications and needs
Implement skilled delivery to enhance user adoption
Provide analytical consultation to help drive more informed decisions about workforce investments
Review data aggregation to ensure consistent, accurate data
Identify, demonstrate and implement modifications and enhancements
Create workforce plans to align with the business strategy

FOR HOSTED IMPLEMENTATION:

Client Machine Requirements

- Microsoft® Windows XP or Windows 7 (all updates)
- Microsoft® Internet Explorer 7.0 or higher (application will not work with IE 6.0)
- Microsoft® Office 2007/2010 with Excel/PowerPoint (support of xlsx/pptx)

SERVER REQUIREMENTS FOR ON-PREMISE IMPLEMENTATION:

Database Server Requirements (SQL)

- Microsoft® Windows 2008 R2 Standard (all updates)
- Microsoft® SQL 2008 R2 Standard with Analysis Services and Integrated Services (mixed mode authentication)
- Dual Core 3 GHz Processor
- 8 GB of RAM (recommended)
- 100 GB plus 1 GB per data slice for HD Space

Application Server Requirements (Web/IIS)

- Microsoft® Windows 2008 R2 Standard (all updates)
- Dual Core 3 GHz Processor
- 4 GB of RAM (minimum)
- 10+ GB free space for HD Space
- .NET 4.0 Framework

To learn more about Aquire InSight™, visit
www.aquire.com/software/workforce_analytics

North American Office

400 East Las Colinas Blvd.
Suite 500
Irving, TX 75039 USA
Phone: +1 214.574.5020
Fax: +1 214.574.5014
Toll-free: 888.674.2427

Aquire United Kingdom, Ireland and Africa

Enterprise House
5 Roundwood Lane
Harpenden
Hertfordshire
AL5 3BW
United Kingdom
TEL: 0845 371 7085
TEL (outside the UK): +44 1582 463489

Aquire Europe and Middle East

BCB Bachstrasse 1
CH-9606 Bütschwil,
Sankt Gallen
Switzerland/Schweiz/Suisse
TEL: 044 5007159
TEL (outside Switzerland): +41 44 500 7159

Neumarkt Galerie
Richmodstraße 6
50667 Köln
Germany
TEL: 0221 92042 430
TEL (outside Germany): +49 221 92042 430

