KRONOS®

Workforce Ready Analytics

Employee Perspectives

Unlock the power of your Workforce Ready data

Today, organisations are collecting more and more data about their workforce, but they often face challenges when it comes to presenting actionable employee information to executives, HR leaders, and frontline managers so that they can make effective, data-driven decisions. Categories of employee information, such as data about employee reliability, performance and productivity, risk, and engagement, are often buried in silos located across an organisation, making it difficult or impossible to consult before decisions are made.

Kronos Workforce Ready® Employee Perspectives, one of the People Analytics features in the unified Workforce Ready human capital management suite, enables organisations to visualise key workforce insights within configurable at-a-glance views, or scorecards, of employee performance, productivity, engagement, and other key metrics. With a single view of employee information across the entire employee lifecycle — from recruiting, onboarding, and performance management to time and attendance, scheduling, and absence management — you can filter people data, predict workforce trends, and focus on the facts that matter to make quick and effective business decisions. And turn employee insights into action for fast, proactive results that impact your workforce and your business.

Define and measure relevant metrics

Employee Perspectives helps drive business innovation by using workforce data from across your organisation to make more informed business decisions, based on metrics you define. Workforce Ready tracks employee data and metrics across a wide range of categories, allowing you to calculate and share the resulting scores with executives, frontline managers, and employees at the moment they need to make decisions. Accessibility to workforce information in the moment — in the format needed — can help you make the best decisions for your organisation. There is no need to conduct a separate employee survey or run individual reports since the data is automatically calculated, in real time, within Workforce Ready. With visibility into areas such as employee stress, attendance data, and performance, managers will be able to more quickly identify and respond to trends.

Employee Perspectives delivers an at-a-glance view of employee data that can serve as a scorecard of key employee metrics. At the company level, organisations can create categories for their key employee metrics (e.g., risk, reliability, performance, happiness, etc.), which can be calculated by pulling existing information from Workforce Ready. For example, a reliability score might be calculated based on how many times an employee clocked in late or early and how many absences the employee has. You can also calculate and weigh the scores for each employee, based on how important the different metrics are to their individual roles. Employee Perspectives scores can be tied to the succession planning tools available within Workforce Ready Performance Management. Organisations then have the unique opportunity to manage the performance and development of salaried workers and hourly workers within a single tool.

### Use cases that support employee engagement

Key Benefits

» **DRIVE HR AND BUSINESS INNOVATION** by using workforce data from across the Workforce Ready suite to make more informed employee decisions

» **EASILY VISUALISE CONFIGURABLE WORKFORCE METRICS AND INSIGHTS,** such as employee performance, productivity, and engagement

» Allow HR, executives, and frontline managers to **QUICKLY IDENTIFY AND RESPOND TO TRENDS**

» **WITH REAL-TIME ACCESS TO THEIR OWN SCORES,** employees can identify the behaviors that are impacting their performance

According to a 2016 Gallup report, only 6 out of 10 employees know what is expected of them at work.[1] By sharing employee scores, employees and managers can see what factors and metrics equate to a positive or negative employee score and use this measurement to make better business decisions. For example, when you need to schedule a shift quickly to ensure you're fully staffed to meet demand, you can sort the available list by the reliability score and select the most reliable employee. When determining who to give time off to when there is only one slot left, managers can look for the employee who has the lowest engagement score, and give them the day off, which could help boost job satisfaction. The employee scorecards can also be used to reward top performers, for example, by awarding bonuses or premium pay when an employee's score exceeds a certain threshold.

Increased transparency to employees

By giving employees access to their own scores and the metrics that generate them, they can see their status in real time and identify the behaviors impacting their scores. Employees can access information about their performance scores at any time, putting an end to surprises at annual review time. Employees can easily see how an unexcused absence or late arrival impacts their reliability score. Employees and managers can also see how an individual's score increases or decreases over time. When an employee's score goes up or down, he or she can identify what caused the change and make any appropriate adjustments. Managers can readily access this information to make data-driven decisions on performance reviews.
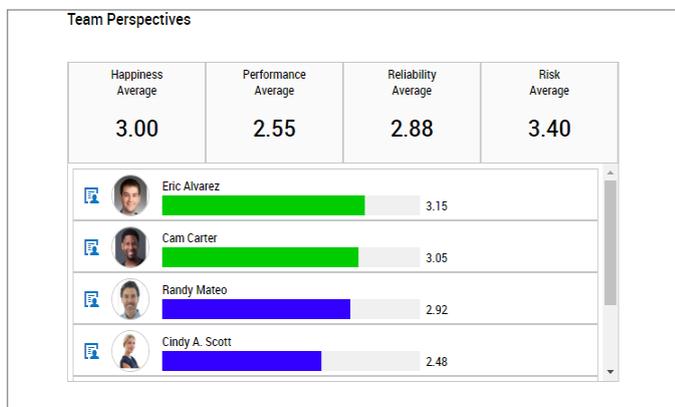
Managers can see all of their employees' individual scores as well as the team's score.
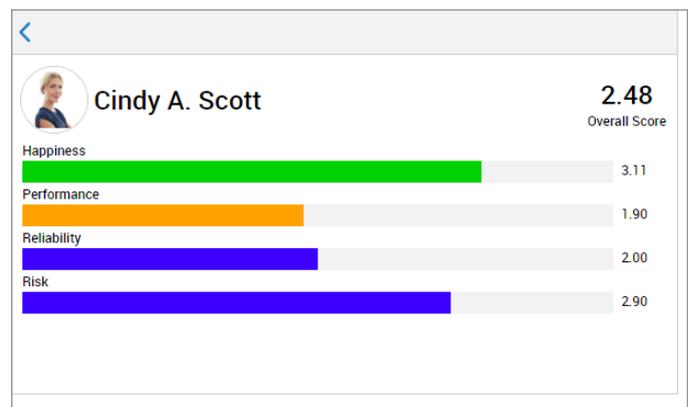
Employees can view My Perspectives to see their overall score and the factors that contribute to it.

[1]Gallup, *Resources,* found at https://q12.gallup.com/Public/en-us/Question/QUESTION_1.

KRONOS® | Workforce Innovation That Works™

kronos.co.uk