

## The Human Capital Management Challenge

As from April 2005, over 1,200 publicly quoted companies in the UK are required to include a section on their approach to Human Capital Management in their annual Operating and Financial Review, or state formally why they have not done so.

The new rules follow the DTI's acceptance in July 2004 of its accounting for people taskforce findings which sought to substantiate the old adage that people are an organisation's greatest asset. It concluded that sound human capital management produced better performance and accountability to all stakeholders, thus improving standards.

The drive for many companies is to establish that one, consistent set of Human Capital Management (HCM) measures are produced. This is sometimes referred to as the People P&L and is recognised as important and valuable as the Financial P&L. Benchmarking and quantifying metrics such as turnover, staff retention, composition and absence improves management decision making significantly and can soon be appreciated by direct impact on the 'bottom-line'.

## Aspire BI Solution

The Aspire BI solution is based on industry standard Microsoft technologies and provides an 'off the shelf' solution to HCM Reporting. Not only is the solution cost effective and quick to deploy, but provides the functionality and flexibility to cater for a wide audience throughout the entire enterprise.



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## Key Benefits:

### Cost Competitive

- Deploys for 20% of the cost of traditional Business Intelligence Solutions.
- No ongoing or incremental license costs.

### Rapid Deployment Timescales

- Typically a solution can be in place in 25% of the time taken to deliver traditional systems; often less than 3 months.
- Browser based delivery with no desktop software to deploy.

### Functionally Rich

- Secure role based access to information.
- Functionally rich intuitive user interface.
- Complete customer branded look and feel.

### Flexible Connectivity

- Interfaces with Multiple data sources and source systems. e.g. SAP and Siebel.
- Application integration with other software solutions via open .NET architecture, Web Services and XML.

### Meets the DTIs requirements on Human Capital Management reporting

- Workforce Size and Composition.
- Retention and Motivation.
- Skills, Competencies and Training.
- Remuneration and Fair Employment Practices.
- Leadership and succession planning.