

Providing the Power of HR to add value using metrics

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DeltaSoft

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Providing the Power of HR to add value using metrics

2014

CyHRMA
Annual Conference

How **workforce metrics and KPIs** can drive fact-based **business decisions** and plan the future workforce based on **business needs** and trends, from global **talent shortages** to an **aging workforce**.

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Introduce Ourselves

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DeltaGram Visual Human Talent Management	DeltaLink Self Service Access	DeltaBis Intelligent Business Decision Making	DeltaLink ALTUS Human Resource Business



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The Internet in Real-Time

How Quickly Data is Generated

Like **51k** Share **51k** Tweet **18.4k** +1 **8k** Share **3.8k** Share **21.3k**

[Click here to watch as these internet giants accumulate wealth in real-time.](#)



By the way, in the 269 seconds you've been on this page, approximately 6072406 GB of data was transferred over the internet.

Challenges – Market Drivers

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5 Generations in Workforce



Social Media



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Challenges – Market Drivers (cont.)

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Permanent vs. Contingent Labor



Talent shortage



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Analytics

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What Critical New Signals Are You Missing?




SAP

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Metrics → Analytics → Strategy

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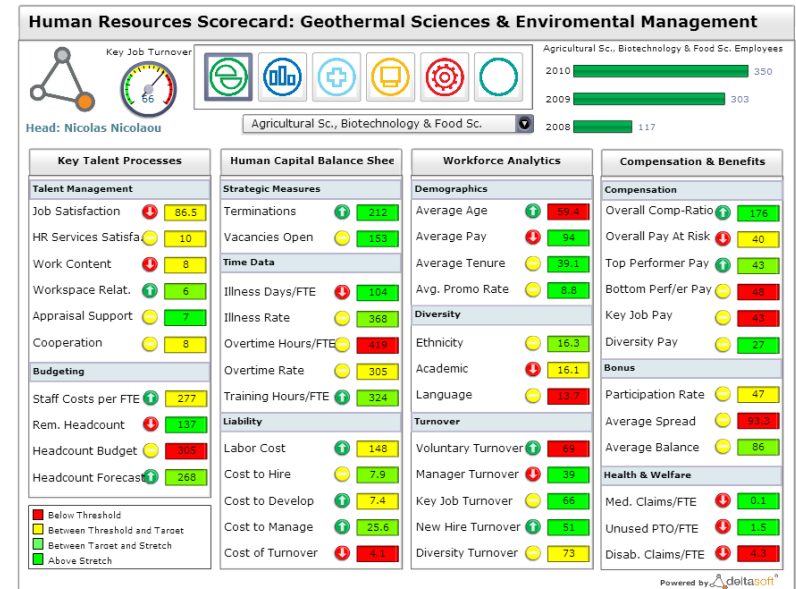
Data



Metric



KPIs / Analytics



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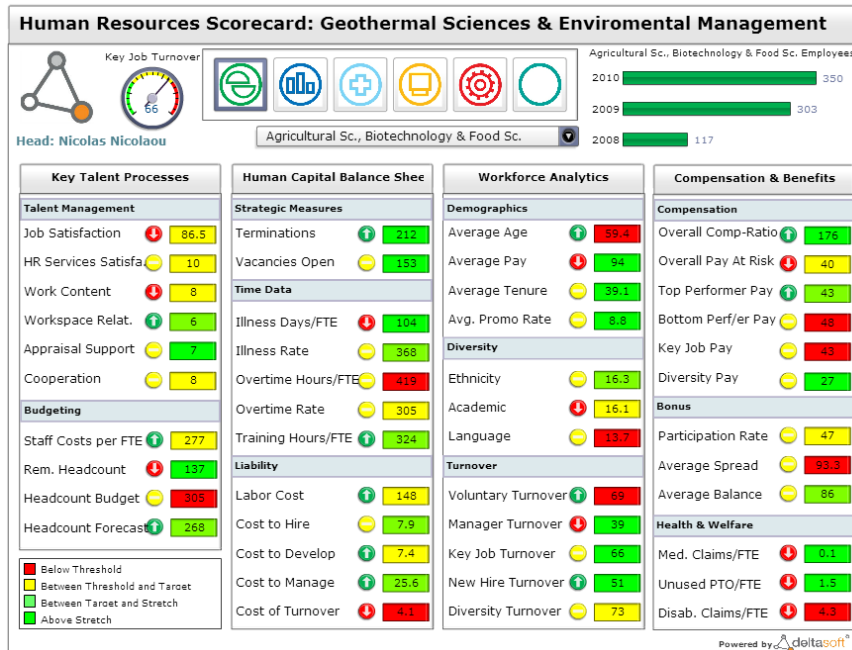
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Sample (very comprehensive)

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Workshop Wrap-Up



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