

CubeServ HR Analytics

CubeServ Business Content for HR-BW

The analytical aspects of HR data evaluation are becoming increasingly important. HR-related topics and tasks such as demographic change, skills shortages, talent scouting, diversification, etc. demand flexible applications and modern means to make the HR data available for viewing and analysis in a mobile business world.

Additional requirements, such as visualisation, transparency and mobile workplaces/resources for staff and management, extend the focus beyond list displays of key figures. This is where the Business Warehouse (BW) systems and Business Intelligence (BI) applications from CubeServ with their specialist business content for HR come in.

Four modules, one application = best practice at a fixed price

Our BW content has been developed with the aid of information about the business and technological requirements for data analysis in the HR environment gained from numerous HR-BW projects, producing the “best practice” approach at a fixed price. CubeServ Business Content for HR comprises 4 different modules, based on the 4 core modules of the SAP ERP Human Capital Management software:

- Personnel Administration (PA)
- Organizational Management (OM)
- Personnel Time Management (PT)
- Payroll (PY)

Expertise. Value.

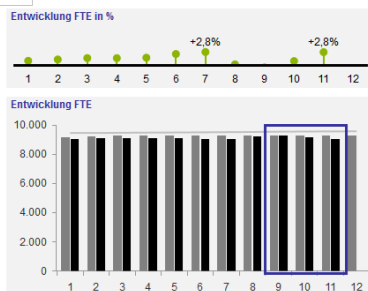
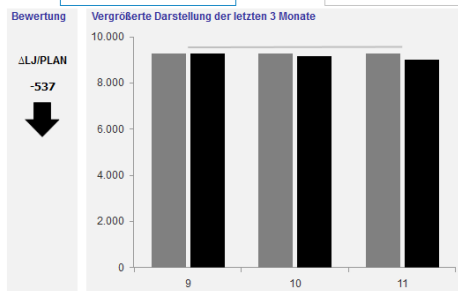
- Differentiation/enhancement with respect to the standard SAP content for HR
- Readymade layer model for SAP BW – also available for SAP BW-on-HANA
- Modular and scalable best-practice solution
- Solutions for HR-specific issues
- Ready-made reports and portal content included, available for immediate use
- Pre-configured fixed-price packages, applicability guaranteed
- No follow-up costs (maintenance/licences)

CubeServ AG - HR Dashboard
11.2014



Personalstand Personalaufwand Altersstruktur Zeitguthaben Krankheit

Kennzahl: FTE Job Family: Gesamt



FTE per 11.2014 je Kostenstelle/GE

	12.2013		11.2014			12.2014		
	VJ	VJ	LJ	PLAN	Δ LJ/PLAN	PLAN	Δ PLAN/VJ	% PLAN/VJ
CubeServ Demo AG	9.280	9.285	9.031	9.568	-537	9.578	297	3,1
Konzern	8.630	8.637	8.319	8.817	-499	8.825	195	2,2
Verwaltung	4.027	4.030	3.968	4.145	-177	4.147	120	2,9
Produktion	594	593	609	623	-14	623	29	5,1
Forschung	2.816	2.817	2.760	2.855	-95	2.859	43	1,5
Logistik	1.193	1.197	982	1.195	-213	1.197	3	0,0
Beteiligungen	649	648	712	751	-39	751	102	15,9

Combined Thinking for Success

We believe that success is based on making the right decisions. We have specialised in enabling you to make the best decisions possible – by strengthening your business enduringly and sustainably through strategic information management and the smart use of Business Intelligence.

CubeServ consequently offers comprehensive concepts based on SAP: from consulting to value-oriented performance management, from a coherent BI strategy to the implementation and operation of tailor-made BI solutions.

Success also requires experience. CubeServ has been an SAP Service Partner and SAP Recognized Partner for Business Intelligence, Data Warehousing, In-Memory Computing and SAP Database for over 15 years.

Over 3000 national and international BI & analytics projects have taught us to work constantly at the latest level of innovation – and to listen to our customers. Because only individually tailored premium consulting will enable your business to achieve the success it deserves.

We look forward to your challenges!

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SAP® Recognized Expertise

in Business Intelligence

in Data Warehousing

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The CubeServ Group is a SAP Partner Service.

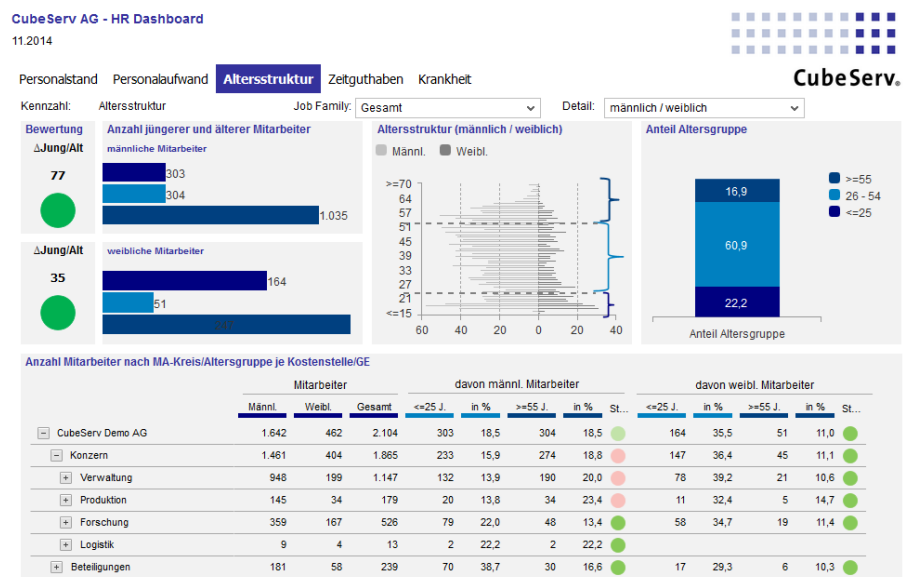
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In addition, the CubeServ content covers special technical features of HR data such as:

- the display of time series analyses in a hierarchy that is stable over time
- view/derivation of all characteristics/key figures for specific key dates
- stable (frozen) and corrected data views of retrospective changes to the source data (historically correct, historically stable)
- movement/change analyses within/outside the company
- FICO views of payroll data (For-Period/In-Period, incl. G/L account details)
- indirect evaluation of wage types in conjunction with data extraction from the source
- display of headcount key figures in forecast scenarios (e.g. EOY evaluation)
- position and staffing management

It is a modular application with options to enhance and extend the individual modules and combine them with each other. This modular approach also allows customer-specific enhancements to be integrated without any problems in the form of Z-tables or 9xx infotypes – comparable to the infotype enhancements in the SAP Standard.

In addition to the modules mentioned above, our HR content also includes a module for “Personnel (Cost) Planning (PKP)”.



Flexible extension options

The BW Business Content for HR from CubeServ represents best practice at a fixed price – and a solid foundation for further analyses and evaluations. You can integrate further modules, infotypes, tables or external sources into the content and adapt the data model logic (layer principle). You can connect individual data sources depending on the “originating” process and construct customer-specific or user-specific providers for the reporting, which link and connect the data from different processes.