

# Stay Ahead of Workforce Spend and Trends

## ADP® GlobalView® Insight Dashboard



A more human resource.™

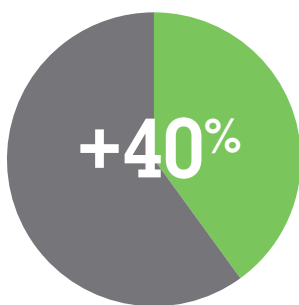
In these days of information overload, we're all drowning in stats and facts, not to mention the resulting pressure to put them to good use in making data-driven decisions that will fuel your business growth.

The truth is, most HR and payroll professionals in multinational companies are sitting on a goldmine of workforce information. Yet, meaningful analysis of this workforce data is frustrated by overwhelmingly complex tools, a myriad of out-of-sync HR and payroll systems, and nagging doubts about the accuracy of the data you're dealing with.

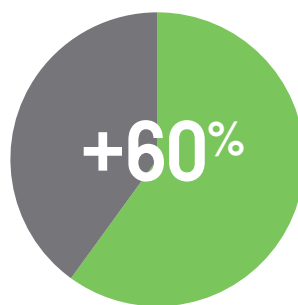
All of this means you're left struggling to demonstrate your grasp of workforce analytics and limited when it comes to influencing your company's strategic decision-making. In order to make informed, valued-added contributions – your HR and payroll function's forte – you need a powerful payroll analytics tool that yields easy-to-understand workforce intelligence that's focused on aiding you in forward business planning.

### The challenges of gathering and interpreting global workforce data

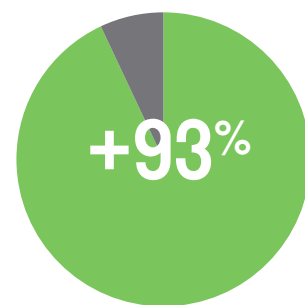
- The sheer amount of country-specific data makes it impossible to break down data or information in any genuinely significant way – leaving you data-rich but ill-equipped to contribute to core business strategies
- Isolated pockets of information about your employees' remuneration around the world don't help you make a clear, company-wide assessment of what your workforce costs are – or should be in the future
- You lack insights into workforce cost trends and correlations that would enable you to evaluate whether you have the right number and level of employees to meet targeted areas of business growth



**More than 40%** of companies feel they are "not ready" to address talent and HR analytics.<sup>1</sup>



**More than 60%** of employers who actively use data analytics in human capital issues believe analytics are creating a competitive advantage for their organization.<sup>2</sup>



**93%** of companies feel they are not very effective at using analytics to make workforce decisions.<sup>3</sup>

1. Deloitte Global Human Capital Trends, 2014.

2. IBM Institute for Business Value 2012 - Redesigning Work Creates a Smarter Workforce, IBM.

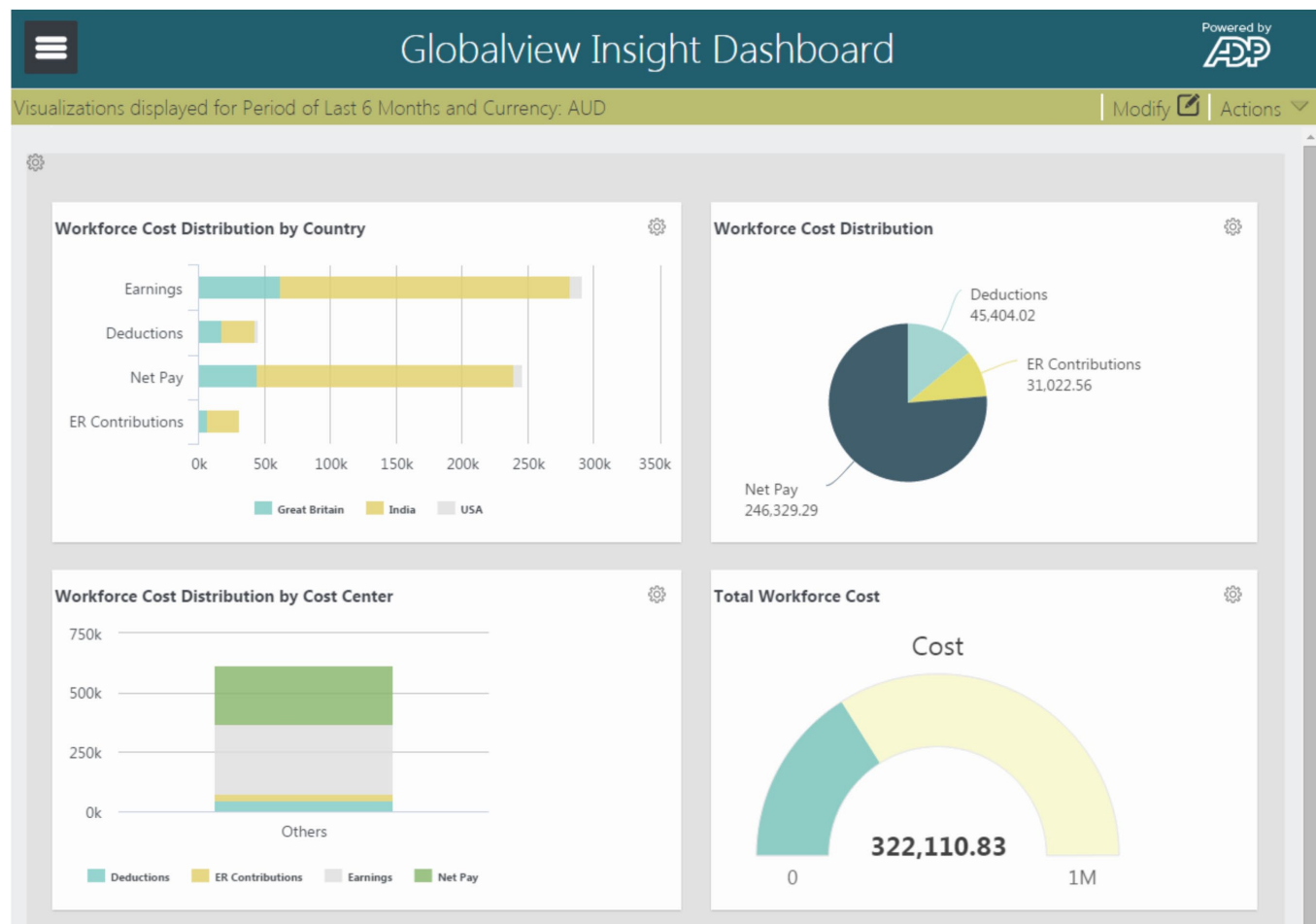
3. IBM CHRO Study, 2015.

## Analyze trends – then translate them into real-life business actions

ADP's GlobalView® Insight Dashboard, a self-service and highly configurable reporting solution for multinational HR and payroll professionals, brings business intelligence to the masses. Its consolidated view of information from ADP Global Payroll countries – in one, single source – gives you the data transparency you need to move more nimbly in managing your global workforce.

### Access payroll reporting and analytics across multiple countries to step up your strategic effectiveness:

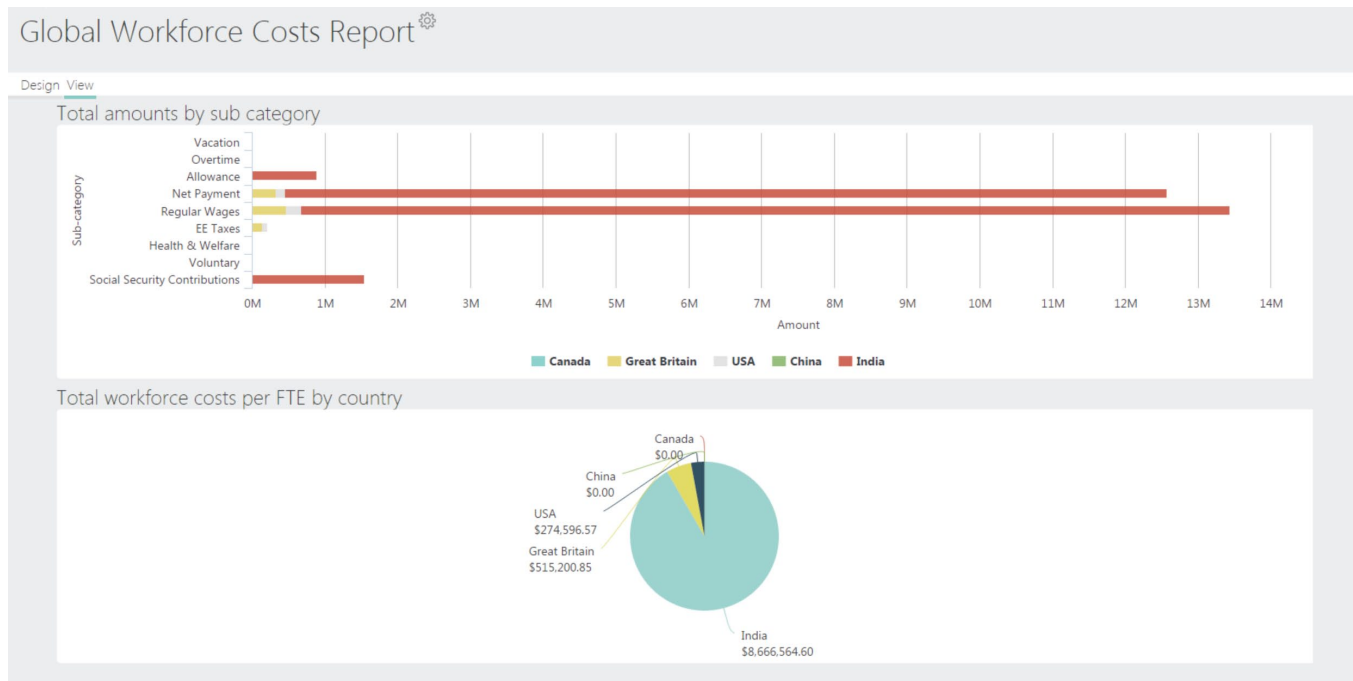
- Compare and contrast your labor spend across the countries in which you do business, gaining a global perspective of your true workforce costs
- Interpret results quickly and simply, so that you feel confident in justifying your workforce decisions and know you're adding real value to your organization
- Combine payroll data with other workforce data to improve future strategic HR and Talent decisions such as performance evaluations, compensation, and recruiting.\*



\* Coming soon

## Handing you command of your global workforce data

The beauty of the ADP's GlobalView Insight Dashboard is that you don't need to be an analyst to make the most of it. We've designed this powerful analytics and reporting tool with your organization's particular professional profiles in mind. It delivers meaningful metrics out of the box that are configured specifically for different roles within the organization, including custom-made information each type of user is most likely to care about.



### Raw data made meaningful

- Render complex data less daunting with the GlobalView Insight Dashboard's visually appealing design and functionality
- Jazz up dull data with interactive visuals like pie and bar charts, graphs, and tables that you can use to populate dashboards and repeatable reports
- Dive deeper into your data set by sorting, grouping, filtering, aggregating, and applying formulas to visualize virtually any view of your workforce data that you need



### A breeze to use

- Simple drag and drop features let you quickly analyze workforce costs across countries
- Store and rapidly retrieve your most useful metrics from the visual library, without wasting time recreating categories
- Analyze data across countries, companies, and business sites and share reports with your colleagues in other departments
- Download and export raw data in whatever format you choose (Microsoft Excel, .CSV, or PDF) for further analysis



### Make it work for you

- Go beyond standard metrics to gain the specific knowledge you need through customizable dimensions such as companies, cost centers, and locations
- Configure multiple exchange rates to report the costs from various countries in a single currency
- Choose between the default dashboards or easily flex the interface to fit your changing business needs
- Create and customize your own reports with your logo, preferred text, and visuals for a professionally branded finish

*With ADP's GlobalView Insight Dashboard, your business-critical data has never been closer – or more meaningful. From HR to payroll and payroll to finance, your labor cost analysis comes alive in a way that empowers you to compare staff costs across countries, spot trends, and gain the understanding you need to make strategic workforce decisions.*

## About ADP

Powerful technology plus a human touch. Organizations of all types and sizes around the world rely on ADP's cloud software and expert insights to help unlock the potential of their people. HR. Talent. Benefits. Payroll. Compliance. Working together to build a better workforce. For more information, visit [ADP.com](http://ADP.com).