

Actionable HR Data-Driven Decisions

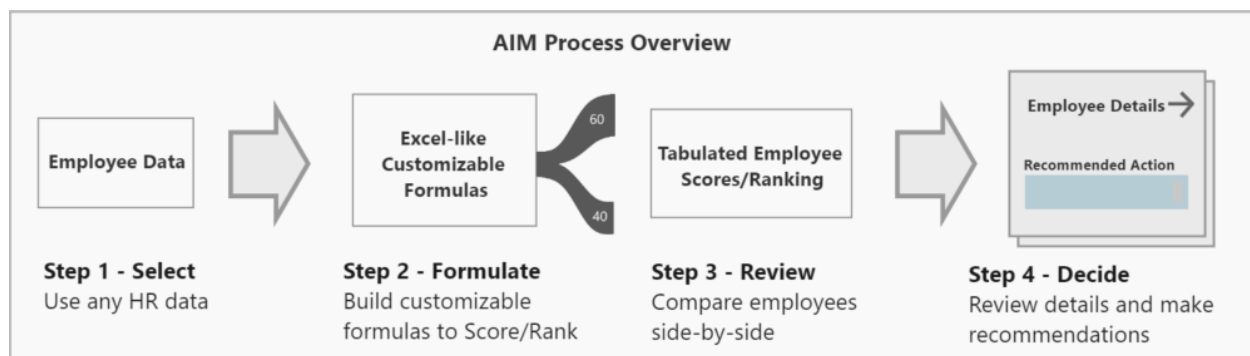
Actionable Insight Metrics (AIM) provides analytic insight of employee metrics and allows users to make actionable recommendations for a variety business processes:

- * Promotion Reviews
- * Star/Essential Employee Determination
- * Hiring/Terminations
- * Performance Calibration
- * Compensation Planning
- * "What-if" Scenarios
- * virtually **ANY** data-driven decisions about employees

AIM Process

Step 1 - It starts with selecting from the same all-encompassing HR data available for our HCM Analytics. Data from any application, anywhere, may be used.

Step 2 – Customizable Excel-like rules, formulas, and weightings create an “AIM Score” for each employee.



Step 3 – Managers, HR or Executives review scores and ranking of employees side-by-side and can even dive deep into individual employee detail when needed.

Step 4 – Users can record their Recommended Action for follow-up. These Actions may consist of text or numeric values, which can be fed back into source systems or summarized in a report.

“Vayam’s AIM application allows companies to focus on the right set of employees for critical data-driven decisions. It goes beyond insightful analytics by allowing management to make follow-up actions in highly customizable ways.”

- Dan Schreck

Vayam provides HCM & People Analytics and Business Intelligence solutions.

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