

Workforce Analytics™ for Healthcare Feature Guide



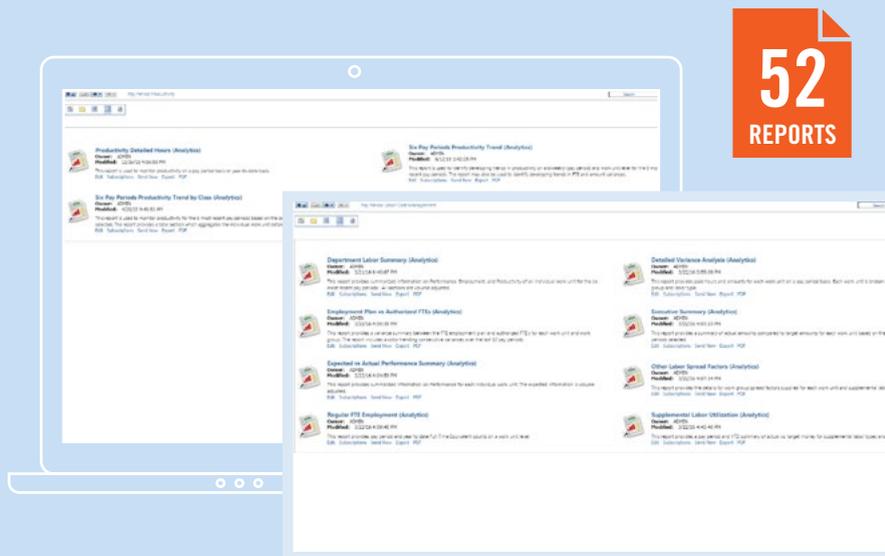
Uncover the secret life of your data

The Workforce Analytics™ for Healthcare feature guide provides an easy-to-understand view of new features, enhancements, and functionality. Use this handy guide to learn more about how Workforce Analytics for Healthcare delivers reliable data you can use to understand labor issues, productivity, and volume data to make informed decisions. This valuable insight into your workforce empowers you to answer critical business questions, pursue opportunities for improvement, and deliver cost-effective quality care.

- **Packaged Data Analysis Reporting**
Work smarter with comprehensive reports
- **Healthcare Dashboard**
Gain a single view of workforce data for effective decision-making
- **Variance Improvement Planning**
Tap into an accountability tool designed to improve productivity
- **Workforce Auditor**
Audit your workforce data to uncover similar patterns across the organization
- **Attendance Insight Dashboard**
See how well your attendance policies are working
- **Healthcare HR Plug-In**
Get the full view of your workforce for improved recruitment, retention, and more
- **Tablet Analytics**
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- **Workforce Analytics Data Mart**
Optimize your Workforce Central data for enhanced processing and reports

Packaged Data Analysis Reporting

Work smarter with comprehensive reports



In addition to the 28 standard reports that come with Workforce Analytics, Workforce Analytics for Healthcare includes 24 healthcare-specific reports focused on productivity, labor cost management, volume, caregiver details, and more. These reports deliver the information you need about key performance metrics. Workforce Analytics for Healthcare gathers more than 500 key labor-related metrics that identify data around productivity, caregiver hours, supplemental labor, and more. These built-in reports provide information about common business situations including cost, productivity, overtime, scheduling, and absence.

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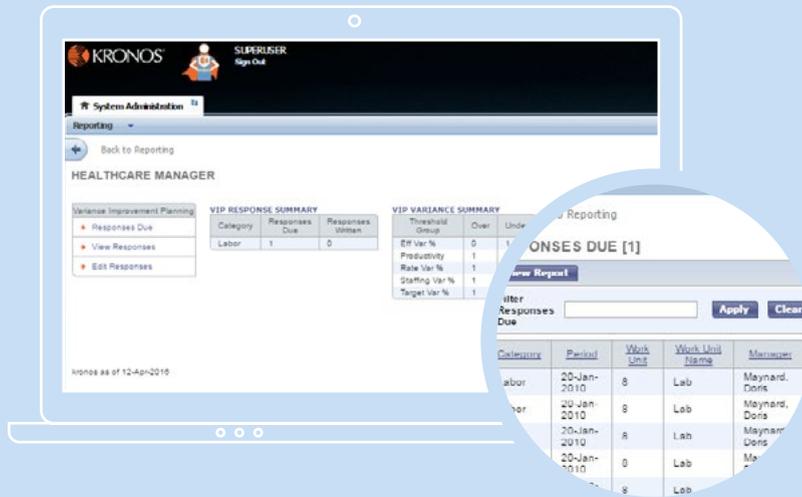


The Workforce Analytics for Healthcare dashboard lets you see the whole picture, providing a comprehensive summary of your healthcare operation's productivity and labor details by work unit. It displays a snapshot of critical information managers need in order to make labor adjustments to stay within budget and on target for each pay period. Early warning signals are shown based on user-defined thresholds and trending indicators, giving managers the opportunity to course correct while managing workload and budget before it negatively impacts patient care.

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Variance Improvement Planning

Tap into an accountability tool designed to improve productivity



The Variance Improvement Planning utility allows you to set various thresholds for productivity, agency usage, overtime, and more. When there is a variance from the target threshold, managers are notified so they can take corrective measures and develop action plans to get back on track. Additionally, the VIP tool provides narrative comments that help evaluate operating performance and offer a means for reviewing effective action plans. Even better, the VIP utility helps managers estimate how well the organization will achieve its financial goals.

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Workforce Auditor

Audit your workforce data to uncover similar patterns across the organization



What if there were a way to simplify the audit process so that potential issues could be identified sooner? Workforce Auditor solves this challenge by analyzing your data and identifying clusters of activity that are similar, grouping them together. Patterns are visualized in a dashboard so you can quickly find issues that need further investigation. It's easy to pinpoint areas of potential abuse or parts of the organization that would benefit from additional training on both existing and new policies.

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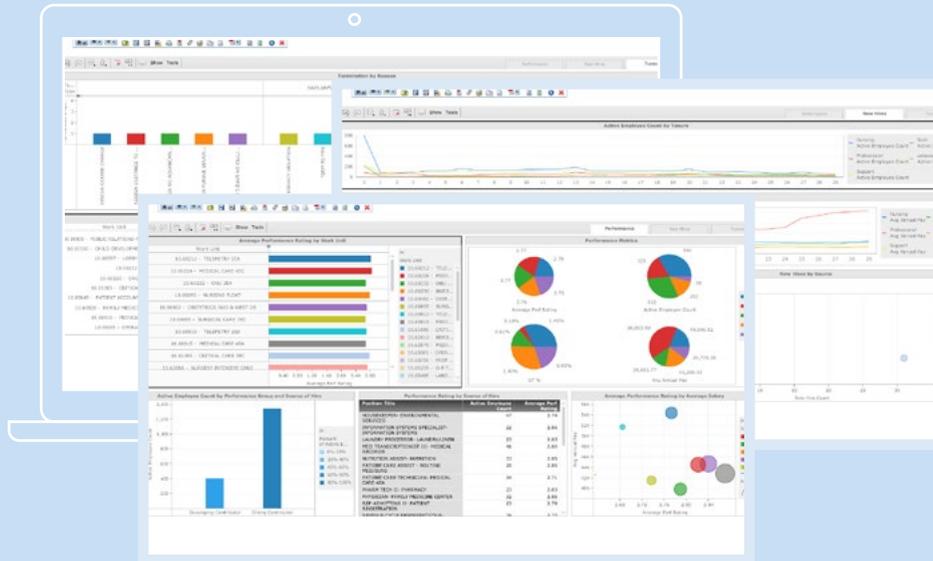


The Attendance Insight Dashboard allows you to report on and analyze Workforce Attendance data and perform root-cause analysis. Users get actionable insight that allows them to view the entire organization and drill down to see which areas have the highest number of infractions or take the longest to complete attendance actions. While Workforce Absence Manager, which includes Attendance, allows you to manage attendance policies, the Attendance Insight Dashboard lets you gather the information you need to determine how well attendance policies are working.

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Healthcare HR Plug-In

Get the full view of your workforce for improved recruitment, retention, and more



The Healthcare HR Plug-In consolidates all the information you need for hiring, retaining, and promoting your most valuable resource: Your employees. Because it is complete with three dashboards that display human resources information from new hires to performance to employee turnover, users can quickly determine where to allocate resources for finding new hires, or uncover the patterns that are influencing turnover in various work units. The Healthcare HR Plug-In also makes it easy to compare performance metrics between work units to better understand what's working and what needs improvement. Housing all your valuable employee data in one place, the Healthcare HR Plug-In helps you make more informed decisions for the betterment of your employees and the organization.

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Workforce Analytics for Healthcare on your tablet gives you access to your most important performance metrics in a convenient and portable format.

Interaction with reports and dashboards allows you to:

1. Swipe the screen left or right to view data by Fiscal Week or Day
2. Select the metrics you want to examine
3. Easily identify trends and outliers

Information is accessible and easily shareable. Users can email, annotate, share, and print the screen.

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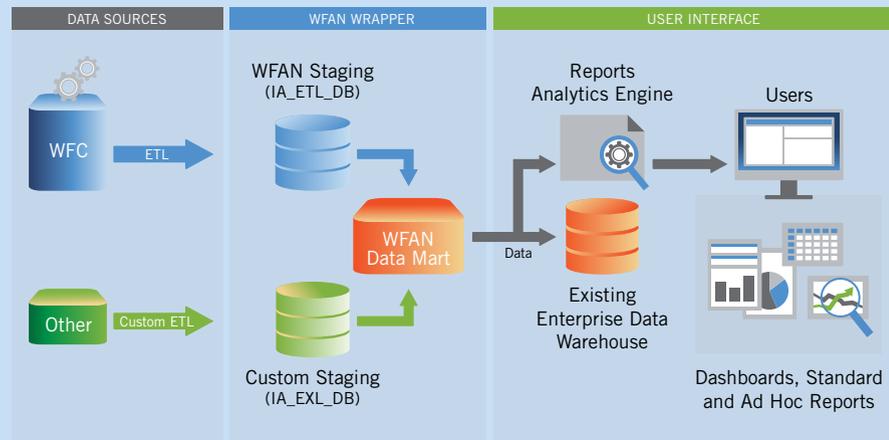
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The beauty of Workforce Analytics for Healthcare is that it reflects your Workforce Central® data, cleansed and turned into valuable key performance indicators. The Workforce Central transactional database stores punches, employee totals, configuration data, and more. It's designed to store transactional data efficiently, quickly, and accurately. The Workforce Analytics Data Mart goes one step further, with optimization for processing and delivering reports. The proprietary transformation engine ensures that data is treated for security logic, aggregation, and precalculation of complex metrics on everything from labor accounts to pay codes and much more.

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