

## SAP Crystal Dashboard Design® for Sage HRMS

For companies today, understanding their workforce and focusing on employee retention and development are critical to success. Now more than ever HR managers and executives need timely and accurate data to analyze the performance and productivity of their employees. Even when useful data is available, you are often too overwhelmed to find it. The key to having data is the ability to transform it into information that helps you and your executives make critical business decisions about the workforce.

Using SAP Crystal Dashboard Design, you can examine the data and crunch the numbers to transform human capital data into insightful dashboards. The dashboards enable you to leverage the value of existing data and monitor performance to eliminate the inefficiencies of the organization. You can consolidate multiple reports and data from various locations into a single dashboard, giving you a comprehensive view of information about your workforce.

From turnover to HR performance to recruiting, dashboards enable executives and managers to monitor workforce analytics to drive return on employee investments. They can help you determine who is performing, additions needed, and what skills to search for in the future.

### Interactive Dashboards for Decision-Makers Empower Business Users to Transform Data Into Dashboards

SAP Crystal Dashboard Design provides interactive dashboards from spreadsheets and corporate data. It helps you predict future performance; save costs, time, and resources; extends the reach of your Sage HRMS solutions; and maximizes the value of your current investments.

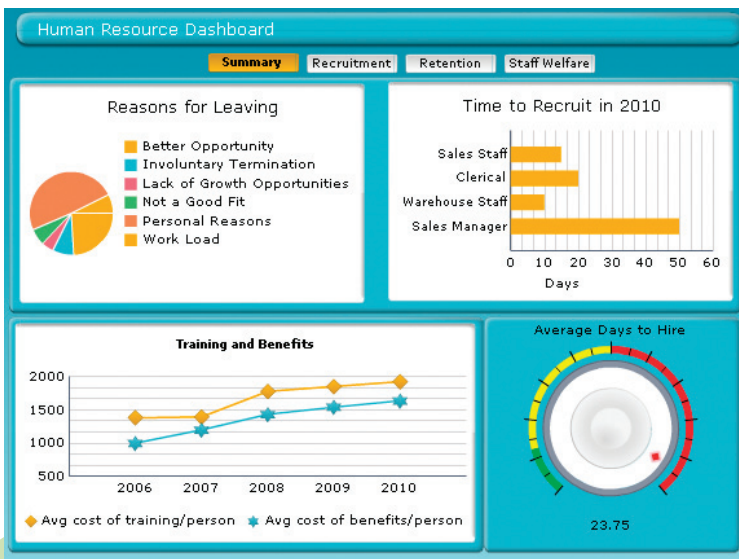


Figure 1: Sample Visual Model of Human Resources Data

SAP Crystal Dashboard Design helps companies transform any type of data into insightful dashboards that help decision-makers optimize the workforce and use analytics to monitor business performance, identify crucial data relationships, and use what-if scenarios to understand the potential of the organization. You can use SAP Crystal Dashboard Design to gain a comprehensive view of your company's workforce.

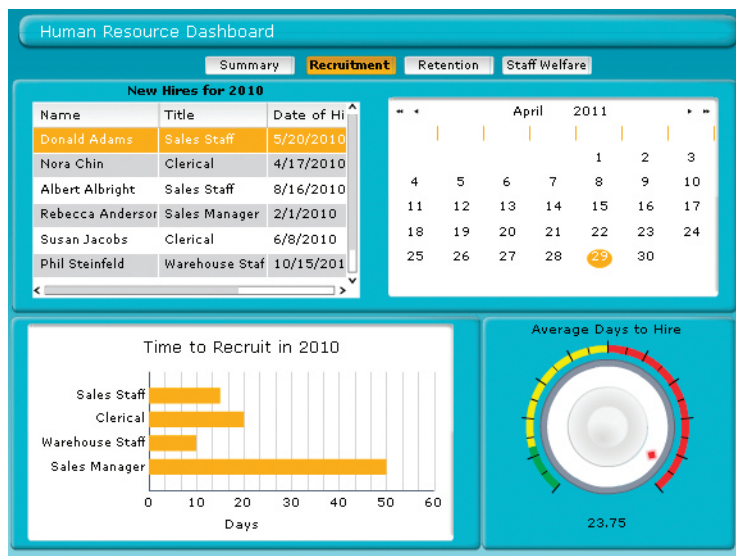


Figure 2: Recruitment Dashboard

## Predict Future Performance

With SAP Crystal Dashboard Design, you can view company data in an understandable format and make informed decisions. Interactive sliders enable you to perform what-if analysis by adjusting the underlying data and immediately seeing the impact of your decisions. Built-in alerting and trending allow you to spot trends, patterns, and areas of concern. Other advanced visual components, such as gauges and drill-down charts, allow even the least technical user to become a data-analysis hero.

Best of all, SAP Crystal Dashboard Design updates models in real time. So you can be confident that you're making decisions based on the most accurate data available—whenever or wherever you view the data.

## Save Time, Money, and Resources

SAP Crystal Dashboard Design empowers you to create visual models, dashboards, and calculators—reducing the burden on your IT department and the time spent waiting for critical information. Flexible deployment options and one-click export to Microsoft Office, Adobe PDF, Adobe AIR, and the web allow you to use the tools you already have to make information available to everyone.

## Extend the Reach of Your Sage HRMS Solutions

To meet unique business needs, an integrated software development kit allows developers working with Adobe Flex to create custom visualization components, data connectors, and themes for use within SAP Crystal Dashboard Design.

## Maximize the Value of Your Current Investments

SAP Crystal Dashboard Design offers a new and intuitive workflow for integrating interactive visual models inside SAP Crystal Reports® for Sage HRMS. You can create interactive charts, maps, and what-if scenarios for your reports in just a few minutes. Then you can embed the interactive components into SAP Crystal Reports and bind them to report data with just a click.

The integration is comprehensive, and the data bind between the models and report data is automatic—eliminating hours of manual coding.

Plus, visualizations created in SAP Crystal Dashboard Design are in Adobe Flash file format (SWF)—allowing application developers and OEMs to embed them into web or thick-client applications.

## How It Works

SAP Crystal Dashboard Design is based on Microsoft Windows®. It is designed to create data presentations based on Adobe Flash and to build dashboards from Microsoft Excel spreadsheets and a single live data source. It offers a feature-rich library of ready-to-use charts, maps, gauges, progress bars, and more for creating interactive and engaging data visualizations. Its point-and-click interface lets you quickly connect prebuilt charts and graphics to personal data in spreadsheets or live company data through an XML data feed or web service. You can then deliver the charts and graphics live as part of Microsoft Office, Adobe PDF, Adobe SWF, Adobe AIR, and the web (Figure 3).

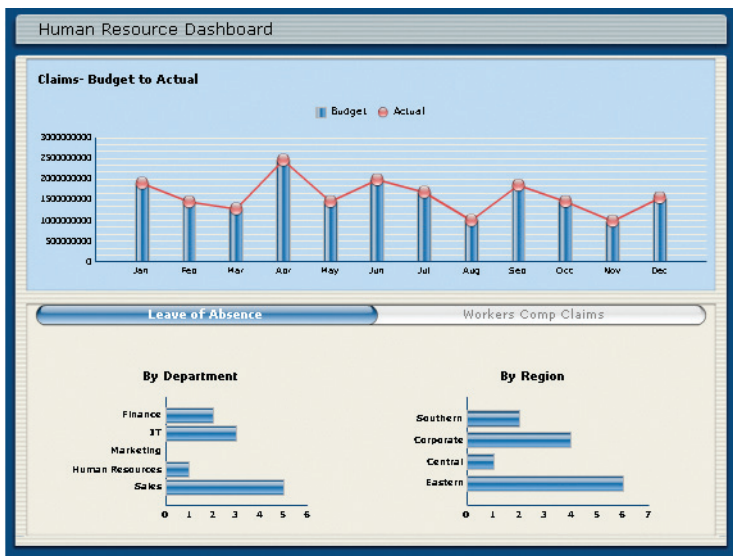


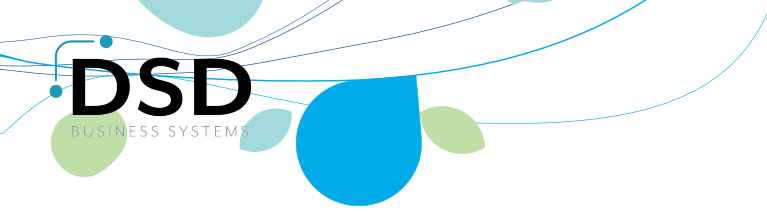
Figure 3: Overview of Visual Models of Benefits

## Human Resources Dashboards

One named user may install and use SAP Crystal Dashboard Design to create dashboards and visual models. A design license cannot be shared among multiple individuals. If you require additional design licenses, you may purchase additional licenses of SAP Crystal Dashboard Design. SAP Crystal Dashboard Design may not be used to create dashboards and visual models connected to SAP BusinessObjects™ software, SAP BusinessObjects Edge solutions, SAP Business Suite software, or the SAP NetWeaver® Business Warehouse component.

## Share Self-Contained and Live Dashboards

With SAP Crystal Dashboard Design, you may share self-contained dashboards with an unlimited number of users. You may also share dashboards connected to a live data source—as long as they are not connected to SAP BusinessObjects software, SAP BusinessObjects Edge solutions, SAP Business Suite, SAP NetWeaver Business Warehouse, or distributed as part of a commercial sales, rental, or lease agreement.



## QUICK FACTS

### Summary

SAP Crystal Dashboard Design helps you transform your human resources data into insightful dashboards that support decision-makers. The software helps you monitor business performance, identify crucial data relationships, and use what-if scenarios to understand potential performance. You can use SAP Crystal Dashboard Design to gain a holistic view of your company's data.

### Business Challenges

- Obtain a comprehensive view of company data from a flood of information from disparate sources.
- Enable business users to predict future performance and make well-informed decisions based on corporate data.
- Reduce the burden on the IT department.
- Maximize the value of IT investments.
- Transform complex company data into simple, actionable information.

### Key Features

- **Performance monitoring**—Consolidate multiple reports and data from various locations into a single dashboard.
- **Improved decision-making**—View corporate data in an understandable format.
- **What-if scenarios**—See the impact of your decisions immediately.
- **Information management**—Use the tools you already have to make information available to everyone.

### Business Benefits

- **Predict future performance** by viewing your data in an understandable format.
- **Save time, money, and resources** by using flexible deployment options that do not depend on your IT department.
- **Extend the reach of your IT solutions** by working with the software development kit that is delivered along with SAP Crystal Dashboard Design.
- **Maximize the value of your current IT investments** by creating interactive elements from your company's data.
- **Make better business decisions** by understanding and interacting with your data.

For more information about SAP Crystal Dashboard Design, please contact your local Sage Business Partner, call us toll-free directly at **800-424-9392**, or visit our website at **[www.SageHRMS.com](http://www.SageHRMS.com)**