

DECISION SUPPORT TOOL



The business challenge

HR professionals are encountering a number of barriers in their efforts to accelerate data-driven decision making. According to recent research in HR Magazine, the biggest barrier preventing businesses from delivering on HR analytics was not just a lack of knowledge and skills within HR, but the ability of choosing the right technology that fits their business needs alongside a lack of quality data available.

Data and metrics should be accessible and easily understood, offering valuable insights into not only an organisation's own data, but suitable benchmarks as a point of comparison upon which to base critical business decisions.

Most HR and recruitment technology systems today offer organisations ever more capable reporting and analytic capabilities, and the availability of benchmark data is steadily improving. However, the challenge with many of these solutions is that they focus and specialise on specific aspects of talent acquisition. Whilst specialism is usually sort after, when it comes to deciding how to resource for future business needs, understanding the metrics across all engagement types, whilst also being able to compare an organisation's data with external benchmarks is essential for successful strategic decision-making.

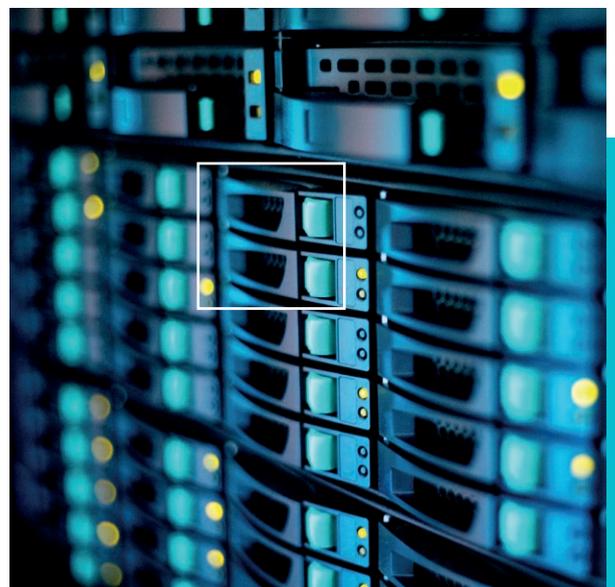
Talent Decision Support Tool

Capita's Talent Decision Support Tool delivers insights across all engagement types, with multiple relevant metrics including cost, speed, availability and brand attraction to name a few. Not only this, but our tool provides valuable insights via multiple dimensions such as organisational structure, role category, role types, role levels, skills, and by comparing organisational data with relevant market benchmarks.

These data points are specifically tailored to suit a wide range of business use cases to enable informed decisions facilitated by relevant visual representations.

Our unique offering

Our innovative Decision Support Tool delivers a unique value to your organisation. With data insights and visualisations provided across all potential engagement types, we help you facilitate a total talent perspective on all business decisions, whilst also enabling your organisation to benchmark your data against the market.



CAPITA

Tool features

In delivering the Talent Decision Support Tool, a number of crucial use cases were considered to form the key features that will ultimately help your organisation achieve better talent outcomes:

Workforce Audit – Analyse an existing permanent, contingent and third-party workforce and identify the optimal mix and opportunities for cost savings

Resource Planning – Assess the future needs of the business, identifying costs and availability of different skill sets and the optimal method of engagement

Bid Management – Avoid polluting the resourcing process with speculative requirements for bids by accessing all of the pricing and availability details to support the bid process

Hiring Gateway – Provide hiring managers with a logical entry point to the hiring process that provides advice and guidance on the best method of engagement for their needs

Delivering better talent outcomes

- Improved strategic decision-making with clear visibility of your existing workforce
- Costs savings and greater agility through proactive, data-driven resourcing
- Streamlined and improved bid management with richer information
- Better alignment of day-to-day activities to organisational needs and goals
- Data-driven, actionable analytics and reporting

Find out more

To find out how Capita's Talent Decision Support Tool can specifically help your organisation, talk to our experts.

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