

Metastorm Enterprise for Human Resources



Your employees represent your human capital, and the processes needed to support them – from hiring to succession to retirement – represent a large portion of administrative overhead. How can you make these processes as efficient as possible and improve the support you provide employees to ensure you attract and retain the best talent, as well as apply your human capital in the most effective way?

Metastorm addresses your challenges with Metastorm Enterprise – an integrated portfolio of fast and flexible enterprise architecture, business process analysis, business process automation and integration software to help you optimize your HR processes, increase efficiencies and make a positive impact on your organization's bottom line.

Metastorm ProVision®: Driving Enterprise-level Transformation

The Metastorm ProVision enterprise modeling suite provides end-to-end process modeling capabilities, allowing you to model, analyze and improve your HR processes, assets and organizational responsibilities under one common framework.

You can use Metastorm ProVision to understand the relationships among processes that span across silos and multiple organizations, or how a given system supports multiple processes. For example, Metastorm ProVision enables you to model the employee life-cycle process from recruitment to retirement and optimize processes in support of key business objectives. You can also design processes to leverage automation capabilities, such as those within a Business Process Management (BPM) or HR/Payroll system. By thoroughly understanding current business practices and processes, you can better make informed decisions regarding how they can be streamlined and executed in the future. One customer used Metastorm ProVision to model new processes that eliminated massive amounts of paper-based timecards and exception reports that managers previously dealt with on a daily basis—the resulting process-driven system implementation saved the company millions of dollars.

As an added benefit, Metastorm's process analysis, modeling, and simulation environment is combined with "ease of use" for both business and systems users.

Highlights

Benefits

- Develop a virtual model of your organizational structure and skill sets
- Understand how to best apply skills to critical business functions
- Deploy new and improved processes that contribute to organizational growth

- Establish a platform for recruiting, hiring and managing employees
- Automate administrative processes to reduce overhead costs
- Comply with regulations
- Improve productivity and identify underutilized employees
- Increase profits by applying people's skills to the right jobs

Customer Success

- Blue Rhino
- Cooper Gay
- ITSC Bonn – Deutsche Post
- Gaston Memorial Hospital
- Vertex

Learn about these and other Metastorm customer successes at www.metastorm.com

To accelerate results, the Metastorm ProGuide methodology provides an integrated set of repeatable best practice process models for performing model-based business process improvement, requirements analysis and application implementation projects.

Simply put, Metastorm ProVision helps you better manage your most critical asset – your people – and align your HR program goals with the goals of your business.

Fast and Accurate Data Collection

As part of the Metastorm ProVision offering, Metastorm Discovery™ is an interactive process discovery tool designed to enable faster and more accurate collection of data, process understanding, and process metrics that can be used to drive business process modeling, improvement, and optimization. This solution allows you to easily and economically collect actual experiential data on your HR processes to determine areas where opportunities exist for continuous process improvement.

Metastorm Discovery can capture information about all steps in a process. This data can be used as input for modeling an “as is” process and analyzing potential improvements using Metastorm ProVision. The intent is to optimize each process to meet specific strategic objectives such as minimizing costs, accelerating response time, or improving productivity. The optimized processes can then be deployed and automated through the Metastorm BPM suite.

Metastorm BPM®: Round-trip Process Life-cycle Management

Metastorm’s BPM technology and expertise help HR departments around the world improve planning, realize strategic advantage, maximize employee productivity, achieve process consistency, and tie together silo processes and systems.

The Metastorm BPM software suite provides an open, standards-based framework by which designers and implementers can easily integrate external HR applications or application components. With easy-to-use tools for designing, managing, and changing processes, business users own, maintain and optimize their processes. And, the platform provides all the components needed to support a continuous process improvement cycle. Finally, the Metastorm approach offers rapid design and deployment with complete control over continuous improvements based on insight into your HR operations.

Metastorm BPM will help deliver measurable results to your HR department including:

- *Operational Efficiency* – Automate workforce administration processes that are comparable across many companies, such as performance evaluations, benefits administration, employee provisioning, background investigation, work orders and government compliance reports. Improving operational efficiency is why most customers use Metastorm BPM.
- *Enhanced Services* – Add customer and partner services to processes already providing operational efficiency. A few of the more popular applications are complaint resolution, support service, and employee self service, among others.

With new and improved processes, your people work smarter and better – automating paper-intensive processes, enabling more intelligent and faster exception resolution, promoting better staff collaboration and providing real-time insight into daily HR operations.

MIM: Rapid and Cost-Effective Integration

Metastorm Integration Manager (MIM) can help you integrate and leverage your existing HR applications, databases, file systems, and mainframe programs. Whether deployed as part of the Metastorm Enterprise suite or on its own, MIM provides a robust platform for governance and infrastructure integration. It allows you to:

- Design, execute, and monitor system-based HR processes
- Deliver insight, governance, and audit ability for system-based activities
- Establish high-volume secure Managed File Transfer (MFT) and provide a management dashboard for overseeing complex B2B file transfers across multiple file transfer systems
- Integrate mainframe and legacy systems into new and existing business processes via web services
- Enable native integration to and system-based process management on IBM CICS systems
- Integrate HR data and systems following a merger or acquisition

With MIM, you have visibility into and can control even the most minute system tasks within the construct of a business process, and you can capture an automatic audit trail of system activities for compliance purposes.

The Value of Metastorm

Metastorm helps you quickly make necessary adjustments to your HR operations and allows you to lower administrative costs while efficiently responding to changing conditions, new regulations and mandates, and higher demands for service.

You can depend on Metastorm to help your HR department:

- Decrease expenses
- Maximize revenue
- Improve service delivery
- Enhance collaboration and productivity
- Ensure information security and confidentiality and ethical standards

For more information on how Metastorm solutions can help you, contact us at 1 877-321-META or sales@metastorm.com.

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