

DEPARTMENT OF DEFENSE PERSONNEL INSIGHT



Industry

U.S. Department of Defense

Why Business Objects?

Business Objects helps the following Department of Defense organizations:

- Office of the Secretary of Defense
- U.S. Air Force
- U.S. Army
- Army National Guard
- U.S. Navy
- Defense Logistics Agency
- Defense Information Systems Agency
- DoD Education Activity
- Washington Headquarters Services
- Military Health System

PERSONNEL VISIBILITY CHALLENGE

The Armed Services must adapt to a dynamic environment by implementing new systems for evaluating personnel, tracking performance, setting pay, and training future leaders. Although the data needed to make important labor force decisions exists, it is buried in a large number of disparate, disconnected databases and stovepipe systems. One challenge is building systems and data for tracking the careers of enlisted soldiers from recruitment to retirement. Another formidable task is integrating personnel data for reserve troops into systems used for active-duty enlisted soldiers and officers.

If your organization needs answers to questions and challenges like the ones below, find out how Business Objects, an SAP company, can help you accomplish your mission.

- How do you provide access to accurate personnel information for warfighter mission planning?
- Can you ensure combatant commanders and their staffs have accurate and timely access to personnel data and their skill sets?
- How do you analyze compensation and benefits to ensure all personnel receive appropriate compensation?
- Can you integrate personnel strategy into strategic plans and budgets?

TRANSFORM PERSONNEL DATA INTO VALUABLE INFORMATION

Our solutions can streamline personnel data analysis and increase organizational productivity by allowing officers and staff to create customized labor planning and forecasting reports. BusinessObjects™ XI software delivers timely access to accurate personnel, recruiting, retention, pay, and training data to civilian managers and officers. The Armed Services and major commands can integrate their labor force strategic plans, performance plans, and budgets by drilling down from high-level personnel dashboards into the underlying detailed data.



Our solution provides you with the tools to analyze information and consolidate data from the hundreds of Department of Defense (DoD) personnel data sources, including your payroll, benefits, enterprise resource planning (ERP) systems (SAP®, Oracle, PeopleSoft), defense civilian personnel data system (DCPDS), defense integrated military human resources system (DIMHRS), defense travel system (DTS) and enterprise

data warehouses. The DoD can eliminate duplicative data capture and ensure data quality with our information management software.

Business Objects provides the tools that allow different levels of the organization to analyze the human resources (HR) information that is important to them, including sick days, time-off, skills, headcount, and workload data. The reports and analysis are used to formulate the Armed Service's employee management policies and create a safe, healthy work environment. BusinessObjects XI is used to distribute thousands of personnel performance reports to authorized officers, managers, enlisted soldiers, and civilian employees each week through a secure intranet application.

LINK PERSONNEL PERFORMANCE TO RESULTS

BusinessObjects XI delivers a single source of HR information to track and manage the data required by the DoD including finance, recruiting, manpower, and training. Personnel insight will provide you with the ability to rapidly identify who has been deployed, and who is available to deploy. Our solution also reduces the cost and time required to provide personnel management support to the major commands. Managers and officers have secure, self-service access to analysis and reports, empowering them with the information needed to make sound personnel decisions.

BusinessObjects provides access to more accurate personnel information for warfighter mission planning. We can help ensure combatant commanders have timely access to information about personnel and their skill sets across commands, programs, and geographies. BusinessObjects XI can track detailed personnel information about enlisted and reserve soldiers and sailors. Our solutions help the DoD to:

- Improve the accuracy and timeliness of personnel strength reports.
- Reduce average response time by 90% and reduce IT costs. Civilian and military staffs generate their own custom personnel reports without assistance from IT.
- Decrease IT expenses by eliminating data processing records for deactivated sailors and soldiers.
- Reduce training outlays by identifying and eliminating unnecessary or redundant training assignments.

TAKE THE NEXT STEP

With the current focus on planning for and supporting troops in a deployed scenario, decision-makers require information be visible, accessible, and timely. Business Objects and partners possess a wealth of experience in delivering proven solutions to help you achieve the transformation you need to meet these challenges.

As an independent business unit within SAP, Business Objects transforms the way the world works by connecting people, information, and businesses. Together with one of the industry's strongest and most diverse partner networks, the company delivers business performance optimization to customers worldwide across all major industries, including financial services, retail, consumer-packaged goods, healthcare, and public sector. With open, heterogeneous applications in the areas of governance, risk, and compliance; enterprise performance management; and business intelligence; and through global consulting and education services, Business Objects enables organizations of all sizes around the globe to close the loop between business strategy and execution.

For more information about how we can assist your organization, contact your sales representative or visit us at www.businessobjects.com/government.

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