



Visma HRM Analytics

Appendix 1.21
Service Description
Version: November 2019

Introduction

This appendix describes Visma HRM Analytics and the requirements imposed on the Customer to get access to the service.

Description of the services

Visma HRM Analytics

Visma HRM Analytics is an analysis tool that can be purchased your Visma solution. The analysis tool enables you to have your data presented graphically as well as the ability to filter and analyze data.

Reports:

Organization overview

- FTE
- Head Count
- Gender distribution
- Age
- Seniority
- Internal titles

Employee turnover

- Recruitment
- Resignations and causes
- Retention rate
- Retention rate of new employees (employed under 1 year)

Absence

- Absence for hours and / or days
- Absence rate
- Absence by weekday
- Pay type
- Absence Type
- Absence Calendar

Visma HRM Analytics, exclusive HR-platform

If you do not have Visma HR, we provide access to the necessary features of Visma HR that you need to take full advantage of Visma HRM Analytics. In addition to the above reports, you get:

Functionality included in the solution:

My Visma Dashboard

Company

- Organizational overview
- Company and departments

Employee information

- Basic Information
- Employment
- Salaries, pensions and benefits
- Statistics

Reports

- Reports overview
- HRM Analytics

Security, Roles and Access

Visma HRM Analytics uses the same security solution as for Visma Salary and Visma HR, cf. Appendix 6.1 IT security, which can be found at the Visma Community. The role 'Manager', only possible in Visma HRM Analytics, can only see data on its own employees. An administrator can view the entire organization.

The administrator role is defined as a user who has edit access at the organization level under the menu item settings in Visma HR and / or access to edit lookup codes and lookup tables.

The manager role is defined as a user who has access to employee-level information or if the user's role assigned in Visma HR under Settings contains the words Manager, Leader or Manager.

Online access

The user interface is an Internet-based access to the relevant databases at Visma Enterprise. No applications are installed with the Customer. All data communication with the module takes place via the Internet.

Data

Data in Visma HRM Analytics

The analysis tool uses the same database for master and salary data as Visma Salary and Visma HR.

Update

Data in each report is updated at least once a day. This happens nightly. There may be reports that are updated with different frequency and this will be stated in the report.

Data for other IT systems

Reports can be transferred to other IT systems via download to Excel.

Technical specifications

In order to use Visma HRM Analytics, the Customer's equipment must meet the requirements described in Appendix 2 IT solution description with technical specifications.

Invoicing

The service is invoiced separately, cf. the agreement.

Termination

The agreement on the use of Visma HRM Analytics and Staff module may be terminated by either party in accordance with the terms stated in appendix 9 – Terms for Visma Enterprise's products and Services. Termination will have effect from the end of a calendar month.

Termination of the Customer's Agreement will automatically cover the HR solution HRM Analytics.