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## **MPS analyses employee trends & generates detailed management reports with Ciphre Decisions ...**

The Medical Protection Society (MPS), the leading provider of professional indemnity and expert advice to health professionals around the world, has vastly improved the quality of management information from its HR system by adopting Ciphre Decisions from Computers in Personnel (CIP). Ciphre Decisions enables the organisation's HR function to take high level data from its HR system and drill down into the details to provide meaningful business intelligence on employee issues and trends.

Katherine Shirley, Human Resources Manager at MPS, commented: 'When I needed to present to the board on flexible working patterns, Ciphre Decisions came to my rescue. In HR we spend so much time recording data that it's great to be able to get information out that really means something. With Decisions I was able to translate data from the system into meaningful management information quickly and easily. Without it I would have had to burn the midnight oil to get the job done.'

MPS plans to carry out in-depth analysis in a number of key people management areas, including pay and reward levels.

MPS' HR department will also roll out self-service functionality through CIP's Ciphre Net, allowing employees and managers to enter and update their personal details directly into the HR system and input their own sickness or absence data. In time, the company plans to move to online payslips. By reducing manual processes and the rekeying of data, MPS will significantly reduce HR administrative overhead and improve employee access to relevant information.

In addition, MPS is considering providing access to CIP's Expense on Demand, a web-based product that helps organisations of all sizes manage time, expense, projects, and resources. It also plans to run future recruitment drives through Ciphre Recruitment

Chris Berry, Managing Director of Computers in Personnel, said: 'Ciphre Decisions is a business intelligence tool that gives customers real insights into their HR data. It's quick and easy to use, and it provides information that can generate provable business value. Organisations like MPS recognise the importance of the information that they hold within their HR systems, and through Ciphre Decisions, can get meaningful perspectives on their business.'

Ciphre Decisions uses sophisticated data warehousing and Microsoft analysis services to mine and manipulate HR information and give insights that would otherwise remain hidden. It can be expanded to include access to payroll, attendance and finance data, along with other key company databases, such as marketing and productivity. In this way organisations can see the relationships between disparate sets of data, identify trends and be sure they have a clear interpretation of all the facts and what they mean.

### About Computers in Personnel

Computers In Personnel is a leading provider of software and services for people and data management. Recognising that effective people and data management are critical drivers to organisational success, it provides a broad range of software, outsourcing services, data management capability and knowledge-based services. Ciphre is a richly-functional web-enabled HR management system that helps organisations manage all aspects of people management, from recruiting and training to sophisticated people data analysis. For further information visit <http://www.computersinpersonnelhr.com/>



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