



FOR IMMEDIATE RELEASE

**CedarCrestone Announces the Availability of
*CedarCrestone 2007 Metrics and Analytics Report***

Alpharetta, GA, February 22, 2007 – All the pieces are now in place for 2007 to be the year of full-throttle implementation of metrics-based management with the deployment of warehouses, reporting functionality and analytics fine-tuned to include the workforce contribution to enterprise performance management. This is according to the *CedarCrestone 2007 Metrics and Analytics Report*, a supplement to the CedarCrestone 2006 HCM Survey: Workforce Technologies and Service Delivery Approaches – Ninth Annual Edition. The information in the report was compiled and analyzed by CedarCrestone as part of our commitment to provide knowledge on workforce technologies, trends and their impact on the performance of the enterprise.

For the past few years, the CedarCrestone HCM Survey on workforce technologies adoption has highlighted metrics and analytics as a fast-growing market segment. While workforce metrics and analytics are a clear trend, actual approaches and choices are less clear. Plans seen in earlier surveys to move to stand alone workforce analytics applications have not materialized. However, CedarCrestone believes that organizations with ERP solutions will ultimately move to the more comprehensive workforce analytics applications available from the major ERP vendors for both technology and optimization of business process reasons.

One mandatory component of this organizational move to metrics and analytics is a standardized and agreed-upon set of metrics that are unique to each individual organization. The metrics should be linked to the overall organizational strategy whether that is growth, profit or sustainability. The report provides examples of metrics used by industry. Readers will also be able to learn how two organizations from financial services and health care successfully implemented and used metrics and analytics to ensure they are prepared for the future of their company's HR needs.

The analysis conducted in the CedarCrestone 2007 Metrics and Analytics Report suggests that the value proposition of workforce analytics has two major components of interest to any organization moving forward with metrics and analytics: hard-dollar savings and strategic savings and provides examples of each. It further shows survey respondents with workforce measurement approaches and technologies report significantly higher operating income growth than organizations without such initiatives. It is imperative to understand, however, that more important than technology and the application solutions, is the ability of your organizations to commit to management by metrics as a guiding principle in support of overall business strategies.

To receive the full CedarCrestone 2007 Metrics and Analytics Report please visit <http://www.cedarcrestone.com/whitepapers.php>.

About CedarCrestone

CedarCrestone provides consulting, hosting, and managed services for the deployment, management, and optimization of Human Capital Management (HCM), Financial Management (FMS), and Campus Solutions (CS) along with complementary Strategy & Analytics services. As a Certified Advantage Partner of the Oracle Corporation, CedarCrestone has extensive expertise in Oracle technology and PeopleSoft Enterprise applications.

###