

Workforce Planning and Alignment

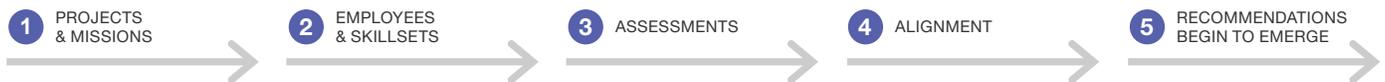
Your workforce and organization missions... aligned

The process of selecting candidates to staff projects can be widespread, critical, and complex. Imagine fully understanding the critical skills and competencies that exist within your organization without solely relying on internal data sources such as standardized corporate resumes, self-assessments, and performance appraisals. Too often organizations aren't aware of the actual skillsets that exist within their workforce – which means they staff important projects with the wrong talent.

Today, workforce data is mostly trapped in specialized data systems (human resource management, finance, emails, social media, and more) – which were each created at different times to serve a very specific function. These various systems have highly structured data models, which are just too rigid to integrate with multiple sources and formats of data. It is just too hard to provide an integrated view of all your workforce data.

Managers of organizations with diverse skillsets struggle to quickly and efficiently align current and relevant skillsets to mission and business needs. For example, searching for a candidate that is fluent in both English and Japanese, that is based in the Tokyo region, and has a good track record in front-end development using CSS and JavaScript would require various searches across many different data silos. Staffing this requirement means searching multiple internal systems and manually aggregating the results to bring together a complete view of one employee's skillset.

Multiple steps can be involved in this process:



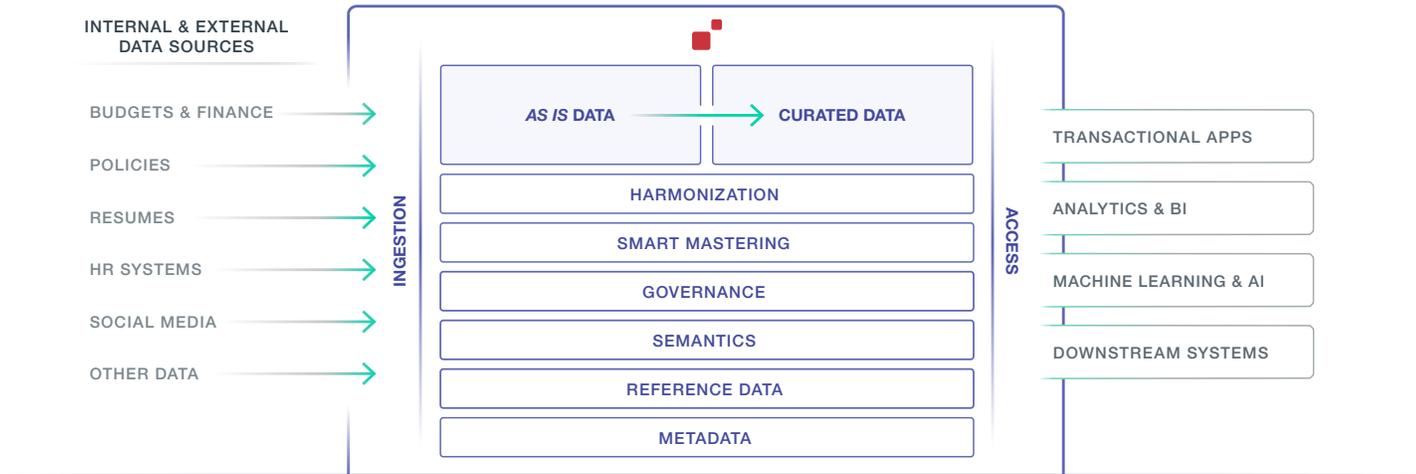
Matching employees with project or mission requirements is typically a multi-step, highly manual, time-consuming process

The MarkLogic® Solution

Overcoming these challenges requires a data platform that enables you to integrate data across multiple systems and provides business insights in real-time, without the need for lengthy extract, transform and load processes.

With 10x faster data integration, secure sharing, immediate data discovery and the simplicity of one fully integrated platform, the MarkLogic Data Hub gives organizations real-time access to all of their HR data allowing for a more agile, documented and secure HR data process.

With support for secure operations, accurate reporting and analysis over the full lifecycle of data, the agile MarkLogic platform makes it easier to adapt to current and emerging challenges and opportunities with the right team in place.



MarkLogic integrates complex data to provide advanced mission and workforce search, discovery, semantic and geospatial analysis

By implementing MarkLogic, decision makers can obtain a 360-degree view of their talent to better align skillsets to your organization's missions. MarkLogic's geotagging and semantics features can be used for advanced search and discovery of skillsets within specific regions of the world – to help you staff that ideal candidate that can speak English and Japanese, is based in the Tokyo region, and has a proven track record in front-end development using CSS and JavaScript.

As policies, regulations, and budgets change, the MarkLogic Data Hub lets you easily pivot and accelerate staffing of new projects. Your organization can quickly search for the perfect candidate that fits all aspects of a project – all using one platform. Not only does this solution benefit projects and missions – it benefits the employees by having their actual work products discoverable to allow them receive the recognition they deserve.

Proven Success

A large US agency wanted to find a way to quickly assemble teams with the right skill sets to satisfy very specific tasks. After implementing MarkLogic, they are now able to assess skills from real-time information about work products and activities, enabling them to analyze their workforce capabilities and allocate the best resources against the latest mission requirements.

About MarkLogic

As the world's best data platform for integrating data from silos, MarkLogic is trusted by leading organizations to deliver faster value from their HR data. With the simplicity of one fully integrated platform data can be loaded as is, enriched, and harmonized easier and faster than traditional methods. MarkLogic enables faster insights and greater agility in managing your most important assets.

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