



HR OmniSight

A 360° view of your talent

Today, talent is constantly on the move. As an HR director, it can be a challenge to keep up with the market — not just when hiring, but also when experiencing attrition, for career development, designing rewards, in fact across the whole lifecycle of an employee.

Too often, data is fragmented and has to be pulled in from many different places, and independently verified. It can be challenging to bring different sources and types of data together to what an HR director needs — a holistic picture of an organisation's talent.

And today, as organisation effectiveness becomes paramount, this can be a serious disadvantage.

Introducing HR OmniSight

HR OmniSight is an interactive platform that provides compensation market trends and workforce effectiveness information for China. It allows you to continuously develop your talent strategy using real-time, complete data.

It pulls data from multiple sources to allow you to **visualise movements and trends in the talent market**. Complementing our compensation survey data for the levels of pay across industries, it goes on to also allow you to look at job hot spots and understand talent demand trends, plan your company's compensation structure and can even tell you how effective your workforce is, benchmarked to your peers.

Complemented by Willis Towers Watson Compensation Surveys, HR OmniSight uses proprietary machine learning algorithms to provide a fully integrated, real-time snapshot of talent market.

HR OmniSight at a glance

HR OmniSight is a first-of-its-kind HR market intelligence and benchmarking platform that provides actionable insights to support business decision-making around talent, rewards and workforce effectiveness.

It provides a single go-to-market platform that draws insights from data pulled from three sources:

- Willis Towers Watson databases
- Your own internal data which can be uploaded as appropriate
- Public sources such as job search platforms and government data

As part of this tool, we've also pioneered the creation of the 'HR Omni Index', which visualises talent movements and 'hot jobs' by demand, and salary by industry and by location.








Q Why has my revenue increased, but not my organisation effectiveness?

A In 2019, the semiconductor industry saw a net revenue of RMB 812K per employee, a 4% increase from 2018. The cost of human capital increased by 8% in the same time period.

HR OmniSight provides **ROI indicators, such as revenue per employee, net profit per employee and human capital cost per employee** to measure organisation effectiveness.



HR OmniSight key features

	View, download, print presentation-ready reports		Show your company's competitive position relative to all companies by industry sector or geographic location
	Export data in a variety of formats in one click		Emphasise the values of individual preferences by helping client users to stay relevant to their industries and areas of interests while using the platform
	Customise currencies and languages in both English and Chinese		Access real time market trend updates enabling fast responses to the changing environment
	Conduct a quick search for a human capital metric in our database		

Beyond rewards

HR OmniSight adds value for the entire HR function, going beyond the rewards function alone to:

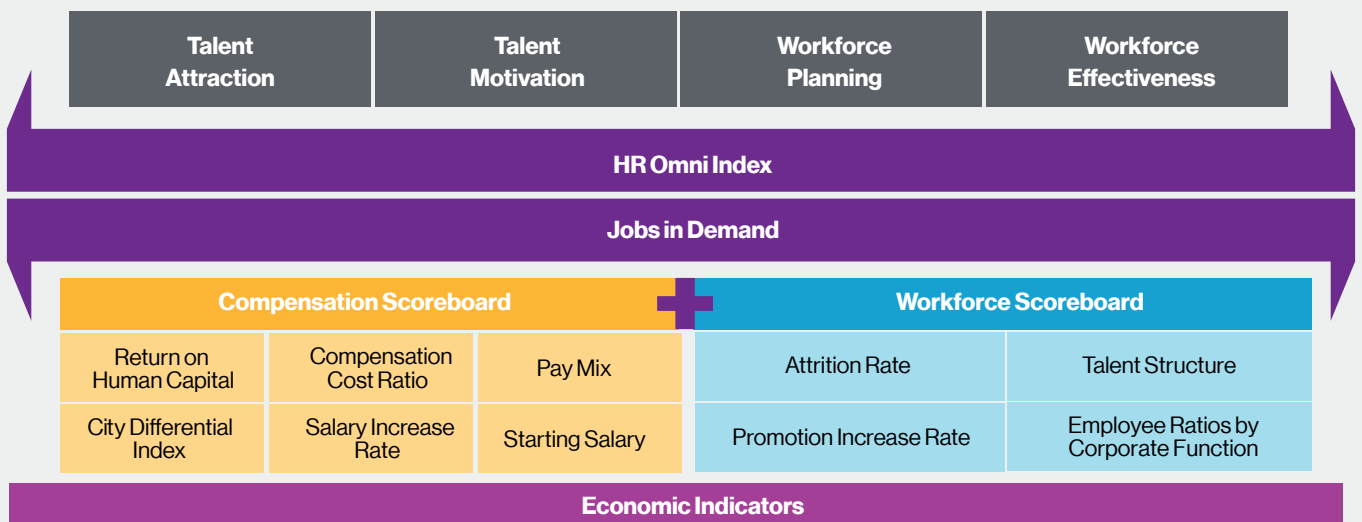
- Support HR across the entire **people management life cycle**, from acquisition to rewards, development and engagement
- **Link external market sources** to give a complete picture of the human capital landscape, including economic indicators and jobs in demand
- **Introduce flexibility and customisation**, allowing organisations to include their own data for immediate benchmarking on the platform

Q How can we incentivise our salesforce to promote high performance?

A In a recent example from the Life Insurance industry, the fixed pay portion for roles in the business development agency sales function, has increased by 4% from 52%. There is a more conservative compensation allocation due to anticipated slower market growth.

HR OmniSight provides **year-to-year compensation structure by industry, by career level and by function** to serve as an indicator for compensation allocation.

HR OmniSight: Supporting HR across the entire people management life cycle



Q How is it that pay for clinical research associates in Suzhou is catching up with Shanghai?

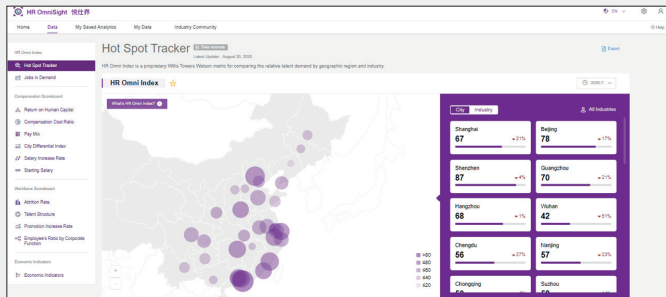
A The Pharmaceutical and Health Sciences industry has remained one of the most active in China, with the highest HR Omni Index. In addition to Shanghai and Beijing, Suzhou, Wuhan and Nanjing have all seen an increase in average monthly salaries and jobs in demand between 2020 Q1 and Q2. The hottest functions in the market are Drug Development and Preclinical Studies, Medical Affairs and Sales.

We also see that Suzhou, Wuhan and Nanjing have closed the gap with Shanghai on the compensation city differential index.

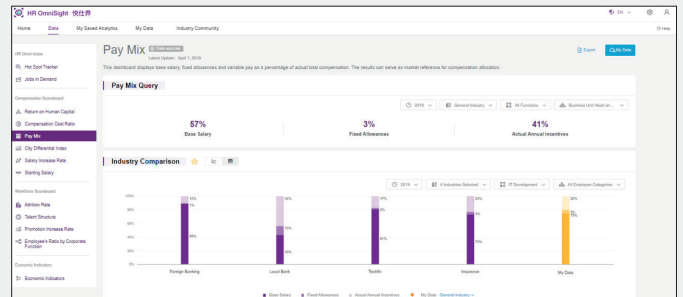
HR OmniSight provides data around indices such as **recruitment outlook, jobs in demand, average monthly salary and hot function tracking** to support management reporting.



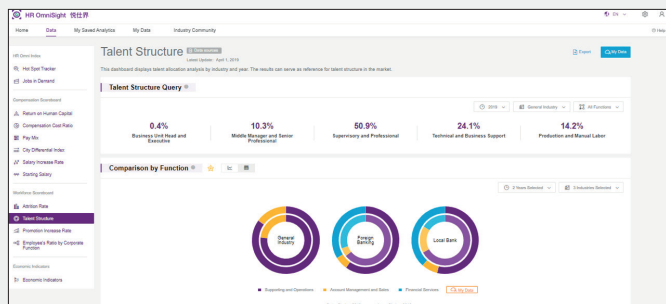
HR OmniSight in action



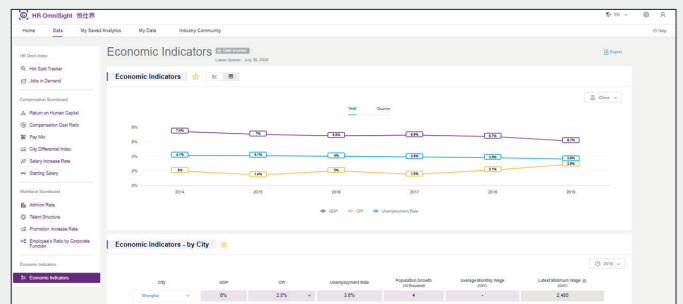
HR Omni Index: Compare the relative talent demand by geography and industry



Pay Mix: View base salary, fixed allowances and variable pay as a percentage of actual total compensation



Talent Structure: See talent allocation analysis by industry and year



Economic Indicators: Access key economic trends by quarter/year and city



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Willis Towers Watson Data Services

Willis Towers Watson Data Services is a leading provider of compensation, benefit and employment practice information to the global employer community. Our databases are recognised worldwide as a premier source of current data for compensation planning.

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