



International Finance Corporation

Empowering organizational intelligence with SAS® Human Capital Management

Established in 1956, the International Finance Corporation (IFC) is the largest multilateral source of loan and equity financing for private sector projects in the developing world. As a member of the World Bank Group, IFC shares the primary objective of all World Bank Group institutions: to improve the quality of the lives of people in its developing member countries.

With over 2,000 employees based in 66 locations worldwide, IFC's multinational workforce presents significant analytical challenges for the Human Resources and Administration Department. IFC's HR needed a Web-based decision-support and reporting application to integrate and deliver workforce information from PeopleSoft and Lotus Notes databases to senior management and HR professionals.

"We looked at other generic reporting tools in the marketplace, but found them too costly to customize and implement enterprise-wide," says Joe Fucello, an IFC human resources program officer. "SAS Human Capital Management is built for HR professionals out-of-the-box. This enabled us to cut development time and to redirect our resources efficiently to the other tasks."

Vested interests

Based in Washington, D.C., the IFC has 175 member countries, or shareholders, that fund its operating budget.

Each shareholder has an interest in the composition of the IFC workforce as it relates to their country's financial contribution to the IFC budget.

"We need the ability to respond quickly and accurately to data inquiries from our shareholders," Fucello explains. "There is a keen interest by our shareholders in ensuring that the nationality mix is commensurate with the monetary contributions made. When large numbers of staff of a particular nationality terminate, it has a ripple effect on the rest of the organization. SAS Human Capital Management enables us to develop more targeted recruitment and retention strategies."

Bottom line results

SAS' award-winning data warehousing with Web-based decision support helps organizations discover data trends quickly and accurately.

"Complex reports that once took several days to develop and run now take only minutes, and the data is automatically refreshed each month," Fucello says. "We have five years of historical transaction data in the SAS warehouse and draw from over 250 unique data fields to deliver comprehensive HR analysis. The application automatically sends me an e-mail when my reports have been refreshed so I spend my time analyzing the results and developing strategies to support our business objectives."

Joseph Fucello
Human Resources Program Officer
International Finance Corporation



With staffing for administrative functions on the decline, HR departments are feeling the stress of growing workload without additional resources to support and deliver the work. The sheer complexity of an international workforce made HR analysis and reporting at IFC a difficult task. "We are in the same position as many other HR organizations with limited in-house analytical capacity and little flexibility to hire additional resources," Fucello says. "We found that SAS Human Capital Management was intuitive enough for our non-power-user professionals that we were able to extend our current analytical capacity without adding additional resources."

"With SAS, IFC delivers a global reporting and analysis solution to our HR professionals in Africa and Asia," Fucello adds. "We are better positioned to make data-driven decisions about human resources than ever before."

Running on a Compaq server (now Hewlett-Packard) complements SAS' renowned performance, Fucello says. "We chose Compaq because we have a good relationship with them, and our IT people are comfortable with them. We find that it operates very well with SAS."

"We were looking for a solution that was going to let us use the resources we already had without hiring more people."

Joseph Fucello

Human Resources Program Officer
International Finance Corporation



World Headquarters
and SAS Americas
SAS Campus Drive
Cary, NC 27513 USA
Tel: (919) 677 8000
Fax: (919) 677 4444
U.S. & Canada sales:
(800) 727 0025

SAS International
PO Box 10 53 40
Neuenheimer Landstr. 28-30
D-69043 Heidelberg, Germany
Tel: (49) 6221 4160
Fax: (49) 6221 474850

www.sas.com