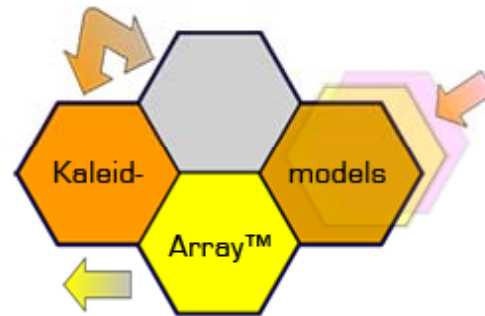


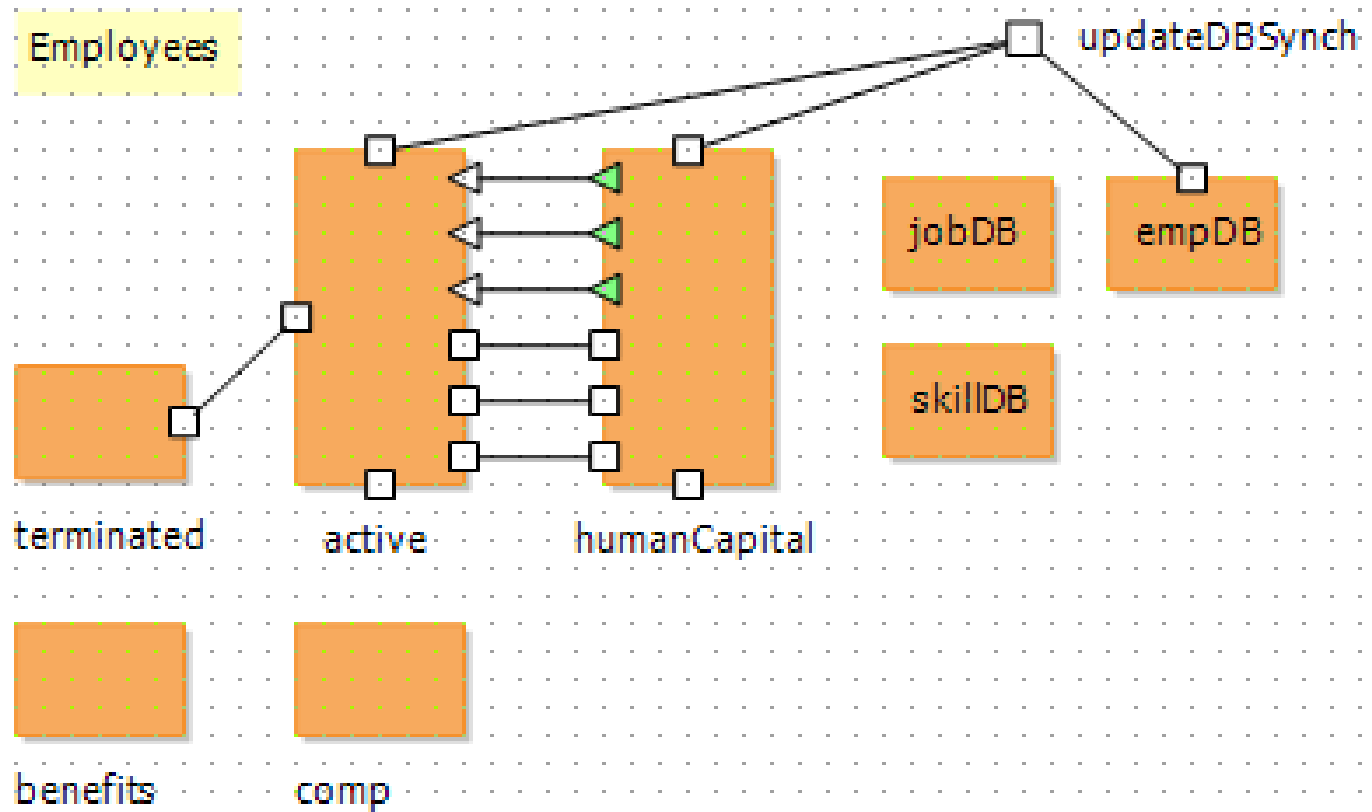
RightWorkForce™ Simulation with Kaleid-Array™ Models

Consultant's Overview

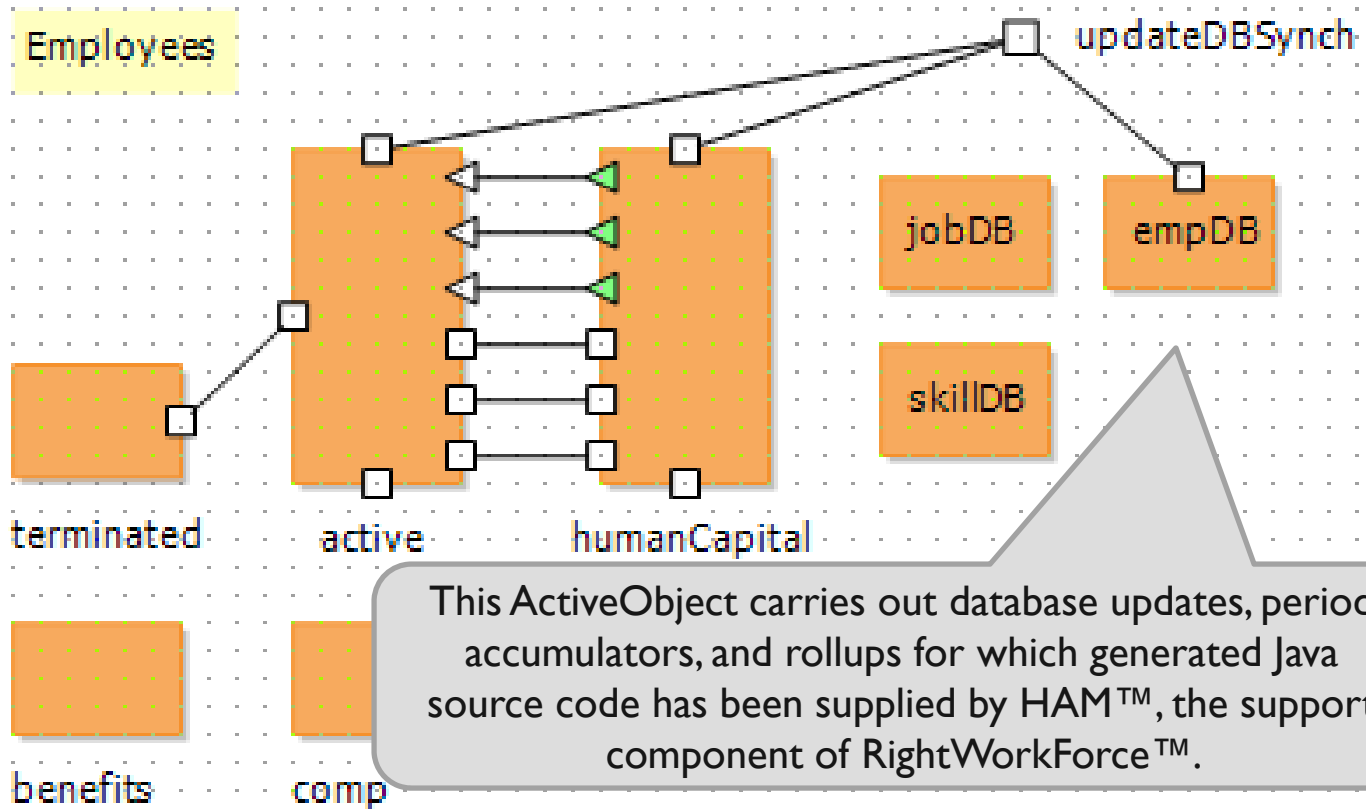


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Chester S. Labeledz, Jr., JD, PhD • George H. Stalker PhD
Contact information@rightworkforce.com

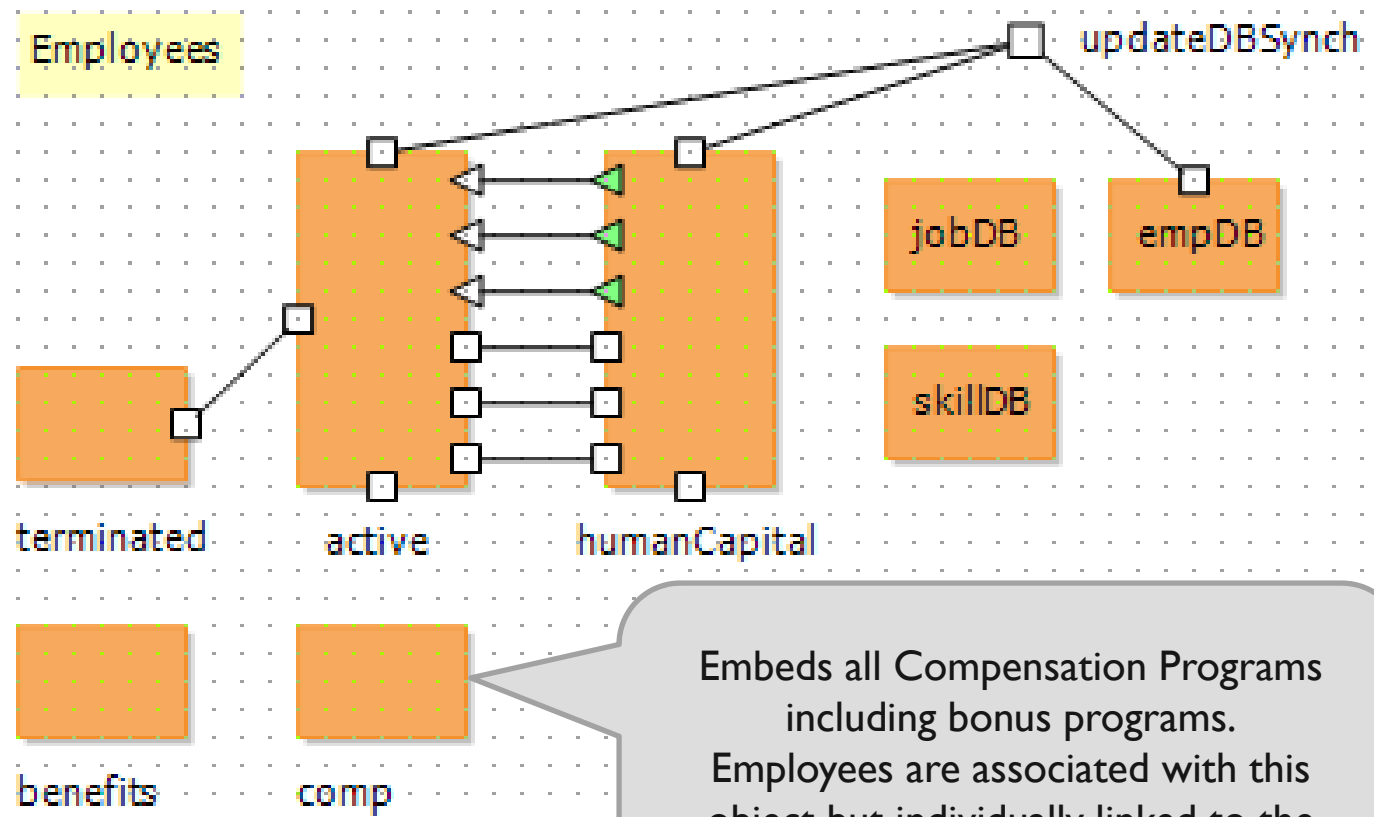
What the consultant sees



What the consultant sees



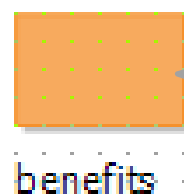
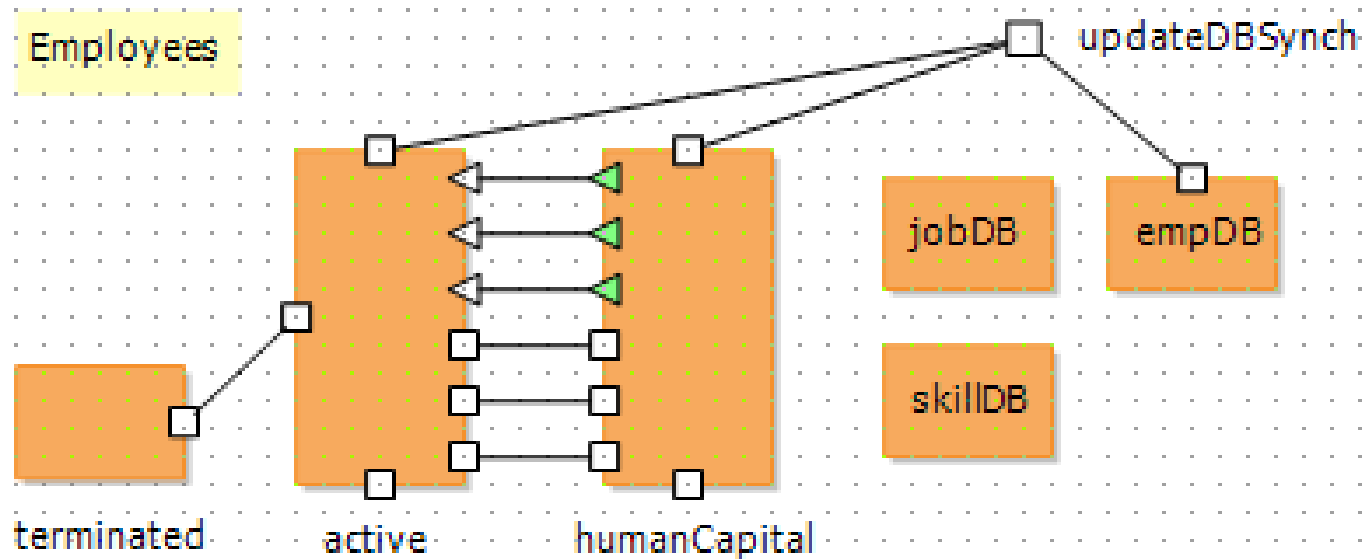
What the consultant sees



Embeds all Compensation Programs including bonus programs. Employees are associated with this object but individually linked to the employee database



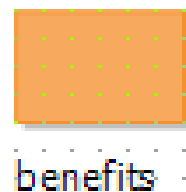
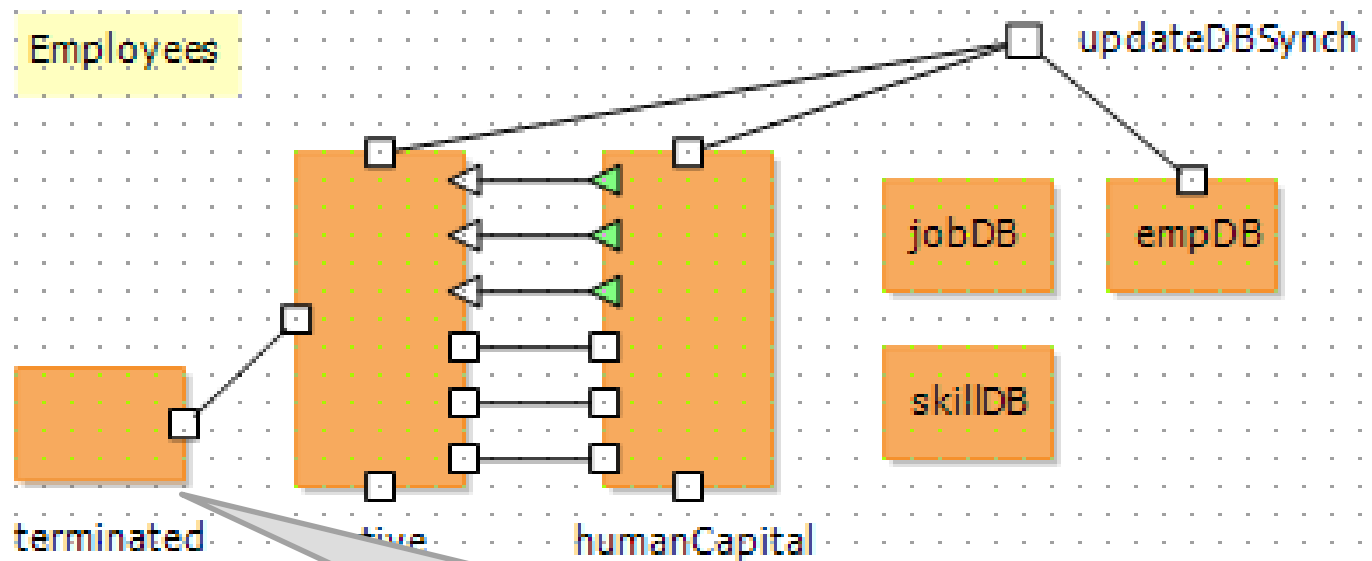
What the consultant sees



Embeds all Benefits Programs, including individual employee accounts. Employees are associated with this object but individually linked to the employee database



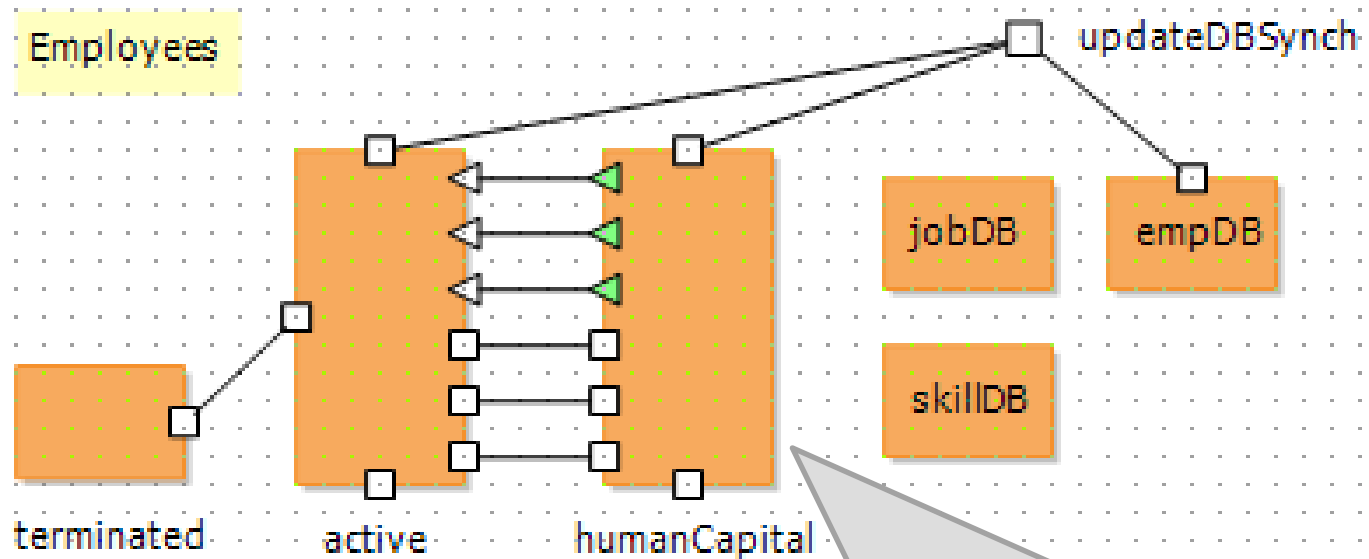
What the consultant sees



May contain retiree agents. Unless switched off, this ActiveObject will contain all terminees, as individual objects of type `EmplTerminated`.



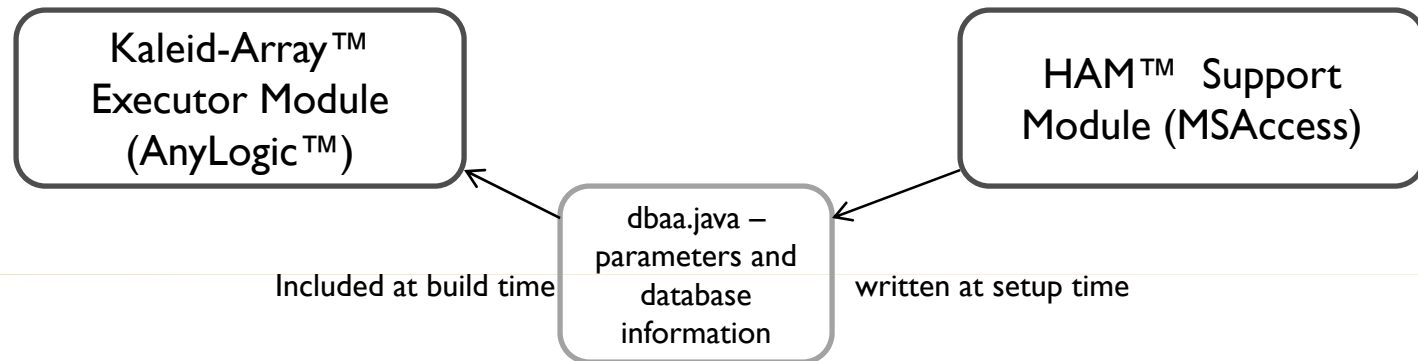
What the consultant sees



Usually will contain all open reqs as embedded replicated objects. In 'switched down' mode, vacancy totals will be maintained through a stock-and-flow mechanism.



Program components in RightWorkForce™



- All actual modeling occurs in the Executor Module.
- EM incorporates the Java “include file” dbaa.java at build time, which will have been written by HAM™ as part of the HAM™ setup process
- Reads initial HRIS data from the HAM™ Support Module at run time; database details are provided in dbaa.java
- HAM™ contains initial HRIS data in table form (JET) imported from client data
- HAM™ generates the Java include file dbaa.java as part of its setup process
- HAM™ provides connection to other utilities:
 - Stat::Fit® and SPSS® prior to a model run;
 - other client simulation models (e.g., operations models) during a model run;
 - SPSS® and MS Excel for analysis and reporting after a model run



dbaa.java

- Dbaa.java, a text file containing Java source code, is generated by HAM™, after parameters have been entered through the HAM™ User Interface.
- Dbaa.java contains:
 - Instructions to the Executor Module for reading the employee database at runtime via JDBC
 - Code to create organizational structure or program structure in the model, using an employee database
 - Code to override default lookup tables with updated or client-specific tables
 - Code to provide value labels (e.g., for departments in the organization)
 - Code to furnish period accumulators and hierarchical rollups at run time, as requested through the HAM™ UI during setup
 - Switches and model parameters for using the internal employee database
 - A date-time stamp to insure at run time that it is up-to-date relative to changes made in HAM™
 - Code to introduce startup job vacancy levels and generate initial open job reqs at run time
- Dbaa.java does NOT contain database data ... that would be too massive. HRIS and other database data remains in HAM™, and is extracted at run time by the EM using JDBC.



RightWorkForce™ Modules integrate other external Components

