Power BI

agile HR ANALYTICS

Get actionable insights from your HR data

One-stop shop for all your HR & People Analytics needs
to enable you make data-driven decisions

What is agile HR Analytics?

agile HR Analytics is an end-to-end analytics and reporting solution – built on Microsoft Power BI – to help organizations discover useful HR insights for strategic decision making.

It enables HR professionals to make data-driven decisions to attract, manage, and retain employees, which improves ROI. It helps leaders make decisions to create better work environments and maximize employee productivity.

- One-stop shop for all your HR & People Analytics needs
- Can get data from multiple data sources
- Secure and reliable on Microsoft platform
- Tailored to your organizational needs | AI-enabled to make you ready for HR 4.0

Why agile HR Analytics?

Single Reporting Environment - One-Stop-shop for all your reporting needs

Merge Multiple Data Sources - Data, from all sources, combined. Integrate external data from applications for recruitment or payroll, and more

Fully Cloud-Based - No need for new, on-premise software or large storage or processing capacities

Flexible Security - Customise who can see what

Tailored to Your Organizational Needs - Build hierarchies and calculations according to your business requirements

Common Challenges with HR Systems for Reporting

It's difficult to find useful insights for strategic decision making.

Not being able to view full employees' lifecycle in one place.

Integration with other systems such as recruitment or payroll applications is not easy.

Difficulty with reporting functionalities such as grouping of divisions or merging data groups.

Managing and customising dashboards often needs IT support.

New calculations are not easy to add - e.g. turnover of the employees / attrition rate, ...

AI-enabled Solution to Make you Ready for HR 4.0

Data **Integration** -
Seamless integration with all your HR ralated data:

- Hubdrive
- SwissSalary
- Microsoft Excel
- SAP HR
- Oracle HCM

- ...

Flexible **Security** -
Forget about complexities and limitations

Choose who sees which part of your HR data across your organisation.

Customised to
your Needs- **Easily add your business rules and logics**

Override your data mapping and easily add custom calculations.

Summary Dashboard

This dashboard provides an overview of employees, diversity, hiring, leaves, termination, training.
You can click on the Headcount, Hires or Terminations
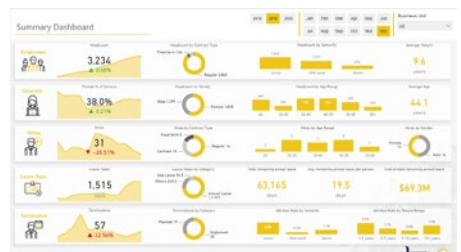
Diversity Dashboard

HR professionals can dig deeper into demographic data and analyse one variable, such as ethnic diversity. This dashboard shows the different metrics on the diversity of the company like women in senior level positions, number of employees by generation, etc.

Salary Analysis

It contains an average salary analysis in different categories. For example, business unit, month, gender, age range, seniority, location.
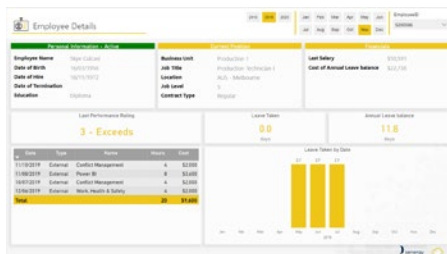

Historical & Trends

Historical & Trends dashboards help HR teams and business managers understand the trend analysis of employees, hires, terminations, attrition.

Business Unit

This dashboard contains headcount and geographical analysis of employees from the point of view of each different business units.

Employee Details

Deeply analyse data on the individual employee's profile with personal information, current position, financials, performance, managerial chain.
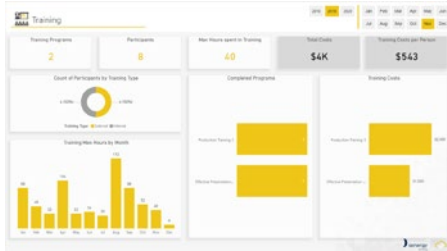

Performance Analysis

Employee performance boards help HR teams/business managers understand the effectiveness, satisfaction and goal progress of their workforce

Training

Employees are the most important asset within an organization. This HR dashboard contains an analysis of training and the cost in different categories. For example, department and training type.

Termination Analysis

It contains termination analysis in different categories like business unit, age, tenure range, contract type, employee type, gender and the reason for termination.

Leave Analysis

Cost control based on absenteeism. It contains the analysis of vacation, sick days in different categories such as company sector, age, reason, leave type, date...
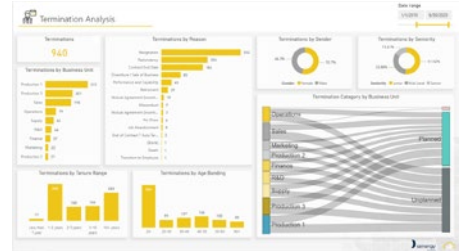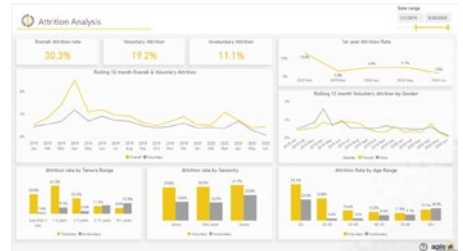

Attrition Analysis

This dashboard contains an analysis on attrition divided into voluntary and involuntary and by different categories like tenure, seniority, gender or age.

Absenteeism

It includes key HR indicators that can help indentify the phenomenon´s origin.

Attrition Prediction

Contains an analysis on attrition prediction by different categories like business unit, employee tenure banding, performance rating, location and gender.

Employee Attrition Prediction

This dashboard contains analysis on attrition predictions by each employee where you can see likelihood of employee termination by relevant factors.

Insights

The automation of HR tasks improves efficiency and minimizes errors in job completion. Increased efficiency, accuracy, and productivity are some of the benefits associated with automation of HR processes. Here are 8 HR tasks that can be automated with data analytics tools.

1. Tracking and Management of Employee Timesheets

Previously, it was the HR manager's role to manually track employee progress and performance. Data analytics tools automates employee timesheet-tracking, which significantly reduces the number of hours and effort manually spend on the management of employee information. Manually tracking employee wages, deductions, net pay, and related services proves inefficient. Automation of payroll services saves time and resources in the business.

2. Managing Leave Requests

By automating the management of leave requests, more of the HR manager's time can be spent on more serious and strategic tasks.
In addition to freeing up important time, manually processing leave requests occasionally results in losing track of requests and delays in request fulfilment – which leads to unhappy and frustrated employees who are then potentially distracted at work instead of completing tasks efficiently.

3. Employee Performance Management

Reviewing employee performance is important in ensuring alignment with business goals and objectives. Manual tracking processes are strenuous, time-consuming, and prone to bias. Automating performance management processes – usually entrusted to the HR manager – will result in a more bias-free process. Moreover, employee performance is recorded in a timely and accurate manner. Both employees and HR managers benefit from this!

4. Undertaking Exit Interviews

When employees exit an organization, they often leave valuable feedback for improvement of the business. Performing manual interviews can hinder honest feedback and be time-consuming. Automation of exit interviews will result in more honest and detailed feedback and less time spent in the process.

5. The Recruitment Process

The recruitment process can prove inefficient and resource-consuming when performed manually. Automation of a part of the recruitment, hiring,

for those individuals who fall short of and screening processes allows the specified criteria are sieved out the pile. This is a massive time-saving benefit for recruitment managers and teams.

6. Workflow Management

Manually following-up on individual human tasks is time-consuming and prone to error.
Automation of workflow processes creates time-use efficiency and increased accuracy in information exchange. Data Analytics tools monitor what each employee is tasked with and at what stage of the task they are expected to be. By allowing data analytics tools to keep track of employee task-tracking, managers are able to spot over-allocation of employee tasks, more frequently follow up in intervals, and spend less time managing workflow processes.

7. Employee Benefits Administration

Employee benefits administration involves tracking the benefits allowed to an employee in the course of their engagement with the organization. By automating this process, one ensures that employee benefits can being administered accurately, timely, and most importantly, fairly across an organization.

8. Employee Off-boarding

The end of an employee's time with an organization can leave both the employer and employee tense. Manual off-boarding processes don't always give the employee a conducive environment to share their views of the organization for future improvement in the workplace. Automation of this process results in constructive feedback from both employer and employees – which allows for improvements to be made in the organization and, hopefully, a more attractive work environment and ultimately, more loyal employees.

Let us help You on your HR Analytics Journey

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