MHR

iTrent Absence Analytics with Power BI

Connected by data

118.6 million working days were lost because of sickness or injury in the UK in 2020, equating to 3.6 days lost per worker. Employee absence is a significant cost for many organisations, yet research suggests that many employers do not monitor that cost[1].

How can MHR support you?
We unleash your people data, giving you the tools to easily visualise, analyse and distribute this information throughout your organisation.

What does that mean for you?
It allows you to prove legitimacy, to make an impact in the board room, and move people data to the heart of strategic decision making.

■ **Absence overview:** Get a full overview of employee absence instantly. The perfect solution for quickly updating senior management.

■ **Departmental comparison and department view:** Directly compare departments to identify which departments have high absence rates which may require intervention.

■ **Absence calendar and absence records:** Get a snapshot of peaks and troughs of absence within the business, identify hot spots of absence, and deep dive into particular time periods to see the details of recorded absences.

■ **Variance analysis:** Compare fluctuations in absence across multiple years, the working days lost, absence rate and the financial impact to the business.

■ **Trend analysis:** Identify any trends by time period, and department. Give you a comprehensive view of what is happening within your organisation and why.

■ **Absence triggers:** View absence rates by employee, highlight potential individuals to monitor, and quickly see Bradford Factor scores.

iTrent

Key benefits

- Dynamic reporting offers flexibility and customisation, enabling you to tell your own story. Pin visualisations, as well as use metrics and measurements to drag and drop to create your own dashboard.

- Unleashes the potential of your people data and moves it to the heart of decision making.

- A single trusted source of information which enables instant overview of absence, and further detailed deep dive analysis.

- Use current and historical data to support absence management. Understand where, when and why you are losing working days, and what impact this has upon the business.

- Provide vital data and analysis with legitimacy to influence management and strategic business decision making. Shared at the touch of a button.

- Built upon our cloud-based iTrent People Analytics data model which allows you to make people data a key asset within your business, without the infrastructure headache.

If you're interested in this solution, please contact your Customer Relationship Manager for more information.

+**44** (**0**) **115 945 6000**
info@mhrglobal.com
mhrglobal.com

You can also keep up to date with all our latest news through our social media channels:

- twitter.com/mhr_solutions
- linkedin.com/company/mhr_solutions
- youtube.com/MHR_solutions
- facebook.com/MHRsolutions

[1]ONS - Sickness absence in the UK labour market: 2020

T&C - The iTrent People Analytics data model is required for this app