MHR

iTrent Payroll Analytics with Power BI

Connected by data

59% of payroll teams believe data-driven and cloud-based technology will help them to become more strategic and relevant in decision making. Payroll data no longer needs to sit in a silo, it can now be used to influence strategic business decisions[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.

Our out of the box payroll analytics app provides everything that you need to understand payroll costs within your business, the historical trends, and to make informed decisions based on accurate data including:

- **Payroll overview:** Get a full overview of employee payroll and associated costs instantly, and the increases/decreases in expenditure. The perfect solution for quickly updating senior management.

- **Pay demographics:** View your entire salary costs by demographic. At a glance see pay by gender, ethnicity and generation.

- **Trend analysis:** View the historical trend across a payroll or element category over a selected period of time, and filter down further to a particular category of interest.

- **Absence costs:** View the historical trend for absence costs, and overview by gender, generation, ethnicity and disability.

- **Payroll analysis tool:** Analyse multiple payroll streams in further detail, and see how these build into overall employee costs.

- **Pension analysis:** Analyse multiple pension streams in further detail, and see how these build into overall employee costs.

- **Costing:** Analyse current and historical costing, view credit, debit and total costs with the ability to drill down into cost centres and structures.

- **Gross to net:** Overview net payroll costs over a specific period, and drill down further to employee level.

- **Employee view:** Drill down into individual employee payroll costs and the historical trend.

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 employees, and further detailed deep dive analysis.

- Use current and historical data to guide your workforce strategy, diversify the demographic of your business, and track movements.

- 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.

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

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[1]CIPP - Future of payroll report 2020

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