

iTrent People Analytics with Power BI

Connected by data

Only 29% of HR professionals globally are using people data to guide decision making on a daily basis¹. This is a huge waste of vital information which can be used to guide daily and strategic decision making across the entire business.

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 People Analytics app provides everything that you need to understand the impact employees have upon your business, the historical trends, and to make informed decisions based on accurate data.

- **People overview:** Get a full overview of your employees instantly including headcount, number of positions, retention, and salary costs. The perfect solution for quickly updating senior management.
- **Variance analysis:** Compare fluctuations in employee, position and full-time employee levels across multiple years and departments.
- **Trend analysis:** View historical data and trends associated to headcount, joiners, leavers, turnover and salary costs. Filter further to department level, gender and generation.
- **Establishment overview:** See a detailed overview of your workforce by department, location, and position type.
- **Departmental comparison:** Directly compare departments to identify areas of high turnover, where they are located, and the demographic of each department.
- **Demographics:** Get an overall view of your employee demographics, including joiners and leavers, to track your performance against equality and diversity.
- **Department view:** Deep dive into particular departments of interest, in order to support future planning and hiring, use the organisation explorer function to drill into your organisation.
- **Movements:** See movement within your organisation, new joiners and leavers. Drill down further by manager, gender, generation, and individual employees.







- Provide vital data and analysis with legitimacy to influence management and strategic business decision making, shared at the touch of a button.
- Unleashes the potential of your People Data and moves it to the heart of decision making.
- 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.
- 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.
- 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:

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

¹CIPP - People analytics: driving business performance with people data