

Data Driven Decision Making



Gathering insights from your people data is crucial. Not only can it help you generate the reports you need for stakeholders, but it can also help to inform strategic business decisions and help the business to pivot quickly to build resilience.

39% of HR, finance and other professions have no access to their People Data. This is a huge loss of information which can be used to guide the business. Even in cases when People Data is available, in three out of five cases it is still disconnected from wider business data, which makes it difficult to analyse, and time consuming to distribute.

We understand business; your needs, the importance of flexible reporting, and the impact it has upon your everyday decision making. We are experts in analytics and are a Microsoft Gold Partner, as well as having partnerships with IBM and SAP, meaning that we can deliver the best solution for your needs. We move your employees to the heart of decision making. Supporting a strong, strategic, and data driven culture in your business.

Analytics and compliance modules and features include:

- Absence Analytics
- Payroll Analytics
- People Analytics
- Salary Modelling



Solving your business challenges

iTrent analytics enables you to:

- To connect your HR data with the wider business, assisting leaders to make informed decision making
- Enable HR leaders to design and implement HR management activity in an efficient and effective manner
- Allow the business and HR to measure the effectiveness of their activities in delivering against objectives
- Unleash your people data and move it to the heart of decision making
- Provide accurate views of your organisation through easily accessible HR analytics reports, dashboards, plans, budgets, and forecasts. Model your budgets and forecasts with accuracy and anticipate your organisations' future costs

[People analytics expert, Max Blumberg explores how analytics can help you achieve more effective workforce planning in our People Analytics video – watch now](#)

Your ongoing business benefits

- Utilise your existing people data to improve your organisation's performance
- Drive data-backed organisational change
- Integrating your vital data with the wider business, preventing siloed data
- Provides you with the ability to act upon key insights, rather than spending your time collecting, cleansing, and modelling data
- Removes inefficient processes such as the use of spreadsheets for reporting, KPI tracking and planning, therefore avoiding issues around data security, version control, data accuracy and substantial manual effort
- Create the opportunity for dynamic reporting with flexibility and customisation, enabling you to tell your own story
- Powered by Microsoft Azure, our cloud-based technology stack is durable, secure, scalable, managed and widely accessible, without the infrastructure headache
- Our pre-built report content leveraging BI tools like Power BI can speed up insight generation and enable improved information sharing throughout your business
- Develop and maintain company culture – the right HR metrics and analytics reveal risks to a healthy workplace

Features

Payroll Analytics

- Get a full overview of employee payroll and associated costs instantly, and the increases/decreases in expenditure
- View your entire salary costs by demographic. Quickly see pay by gender, ethnicity and generation
- View the historical trend across a payroll or element category over a selected period and filter down further to a particular category of interest
- View the historical trend for absence costs, and overview by gender, generation, ethnicity and disability
- Analyse multiple payroll and pension streams in further detail and see how these build into overall employee costs
- Analyse current and historical costing, view credit, debit and total costs with the ability to drill down into cost centres and structures
- Overview net payroll costs over a specific period, and drill down further to employee level
- Drill down into individual employee payroll costs

Salary Modelling

- Model your budgets and forecasts with accuracy and anticipate your organisations' future costs. While considering a potentially complex range of factors such as pay-grade progression, pension and maternity costs
- Allows you to review your budget part way through the year based on actuals
- Carry out calculations like pay awards, pension contribution and restructure modelling
- Carry out what-if analysis, by building models that integrate virtually any business driver into staffing plans, budgets and forecasts. Allowing you to make informed decisions with greater business impact
- Produce short, medium and long-term planning up to five years using current financial data
- A constant audit trail, showing which users have run processes and allowing them to be undone, you can also output your reports to familiar Excel

People Analytics

- Get a full overview of your employees instantly including headcount, number of positions, retention, and salary costs
- Compare fluctuations in employee, position and full-time employee levels across multiple years and departments
- View historical data and trends associated to headcount, joiners, leavers, turnover and salary costs. Filter further to department level, gender and generation
- See a detailed overview of your workforce by department, location, and position type
- Directly compare departments to identify areas of high turnover, where they are located, and the demographic of each department
- Get an overall view of your employee demographics, including joiners and leavers, to track your performance against equality and diversity
- Deep dive into departments of interest, in order to support future planning and hiring
- See movement within your organisation, new joiners and leavers. Drill down further by manager, gender, generation, and individual employees

Absence Analytics

- Get a full overview of employee absence instantly
- Directly compare departments to identify which have high absence rates that may require intervention
- Get a snapshot of peaks and troughs of absence within the business, identify hot spots of absence, and deep dive into time periods to see the details of recorded absences
- Compare fluctuations in absence across multiple years, the working days lost, absence rate and the financial impact to the business
- Identify any trends by time and department
- View absence rates by employee, highlight potential individuals to monitor, and quickly see Bradford Factor scores



Other reporting includes:

- Payroll validation report: Ensure you have complete accuracy of full payment submissions, giving you the assurance that employees will be paid correctly and on time
- Talent: Perform analysis across core recruitment, hiring trends and associated metrics. Ensure that you're developing your top talent with the ability to analyse workforce learning and development events, including competencies
- Gender Pay Gap: Visualise your Gender Pay Gap manual metrics in a way that's easy to understand at all levels of your organisation.
- Audit: View a high-level summary of your audit data in real time or quickly drill down to find the information you need
- Use our fully customisable out of the box reports for valuable insights, or work with us to develop your own bespoke solution

A crucial piece of the jigsaw

iTrent is a modular platform so it is the right fit for your organisation now and you have the confidence that it can support your business as it grows or as your needs change.

iTrent is complemented by MHR's broader service portfolio including access to consulting support through our Digitalisation Consultancy.

Implementation Services, and MHR Academy to support your change management initiatives. Our Managed Services: Payroll and Pension Data Services can complement and add value to your HR and finance teams.

BOOK A DEMO



Discover more

[Payroll and Absence](#) | [Talent and Learning](#) | [Workforce Management](#)
[HR Management](#) | [Security and Compliance](#) | [Analytics](#)

Ready to make the complex simple?
For more on how you can streamline and transform your HR and payroll processes, including an iTrent demo, just get in touch.

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iTrent