



Human Resources



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Purpose

The purpose of the Human Resources demo is to illustrate how QlikView can be used by HR to analyze their workforce in terms of headcount, starters, leavers as well as salary gaps and trends.

This allows HR to quickly act on problems before they arise and follow-up on for example equality policies.

This demo would also be useful for a People Manager managing a larger number of employees to track his own workforce and make sure no one is falling behind in the salary curve.

For demo purposes, the Human Resources demo has a last reload date of December 31th 2013.

Data

The data in the Human Resources Demo covers four main areas,

- Employee Data
- Organization Data
- Salary Data
- Reported Time Data

All of the data sources have been extracted from Oracle PeopleSoft.

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Analysis

Below is some of the analysis that can be performed in the Human Resources demo by sheet:

Dashboard - The Dashboard provides an overview of the current Turnover Rate, Headcount, New Hires, Terminations and Retirements. The dashboard also lets the user track changes since last year over all the different metrics. Filtering by year will show the end balance for each year.

Breakdown – Gives the user an overview of how the workforce is broken down by gender, age, organization and supervisor/manager level. The user also has the possibility to drill into division to see the breakdown per business area.

Salary – Tracking salary over time and the distribution among the workforce. Every dot in the scatter chart represents a single employee which makes it very easy to spot bottom 10% and top 10% earnings within the company. Useful to see the spread within a single division.

Gap – The Gap analysis focuses around gender equality. With a clear picture of which division has larger percent of workforce that is women and how the salary is divided between the two genders.

Hires & Terminations – The Hires and Terminations sheets lets the users compare terminations and new hires to maintain a balanced and equal workforce in terms of gender and age.

Absence & Overtime – Tracks Absence and Overtime across the workforce to spot areas of improvements.

Location – The Location sheet plots where every employee lives. Drill into the different segments to see every employee. Hovering over a single point will bring up more information about the employee.

Employee Profile – The Employee Profile sheet lets the user look up individual employees. Have you ever wanted to contact somebody in IT but you are not sure who? Then this is the sheet for you!

Report – The Report sheet allows the user to create and manage ad-hoc reports to quickly bring up lists that can either be exported to excel or used as presentation material.

Conclusion

The Human Resources demo allows HR professionals to gain more visibility into the workforce, track KPIs and ultimately allow for a more pro-active HR-department. By gathering employee data, salary information and reported time data the HR professional can easily spot areas that needs improving. Either in salary slippage, gender equality or employee retention.