



Know about your workforce to influence business decision

Description

End to end HR management solution to effectively recruit new hires and retain most valuable and talented employees with the key metrics highlighting areas of improvement, issues, gaps, insights of current and historical data using dashboards and operational reports to improve and enhance the performance of the organization in order to maintain a healthy workplace which satisfies the employee and motivates them to deliver their outcomes in an efficient way.

Challenge

- Human Resource department fulfil a number of key functions within an organization such as Recruitment, Training, leave management, Payroll management, organizing events, attrition management etc., Due to the various advancements in technology and fluctuating economy, there are rapid changes occurring continuously which affects HR in managing the human resources in their organization.
- Managing leaves of the employees becomes a challenge where employees find it difficult in getting themselves updated with the leave balances and policy, unable to manage the leave plan of the team and to make informed decisions before approved their leaves. Undocumented leave information also leads to payroll errors.

- One of the major challenges for the client is to focus on retaining the most valuable and talented employees. Track attrition reason in order to take proactive decisions to overcome the loss and how frequently the talented employees leave the organization and what's the impact in the business.

Solution

- Connecting various systems including biometric devices, data available in excel or database has been a key to understand the process and identify the missing gaps in terms of data capture. Connecting data to the visuals and assisting live tracking of what's happening currently and blending the same with the history for effective actions was the key for management users.
- Overview of the organization highlighting the key metrics of business areas helps the clients to make informed decisions about the focus areas. Detailed view of headcount, recruitment, attrition, payroll process areas makes clients to get the all information in single point of truth using which they can act upon and improvise their operations.
- Drill down to relevant HR areas, employee performance, leave pattern of the employee, talent acquisition process and its current status. Allows user to group the required metrics from any business area and save it to their own dashboard for easy reference.

Benefits

- Compare peers, groups or departments to see the collective gaps and performance gains. Identify actionable changes required in your policies. Visibility of employee availability and transparency in leave management with less manual efforts. Customizing dashboards with the most need metric helps clients to get in touch of the data with easier access.
- Interactive HR dashboard templates offer businesses the means to better understand their personnel, spot emerging problems or issues, and deploy proactive solutions to manage their HR departments in a more fluent, result-driven fashion. Data is secured, administrator will have the control of the entire dashboard and can restrict access control for the users based on their roles.
- HR-driven metrics, it's possible to spot trends, identify inefficiencies, capitalize on strengths, and fortify weaknesses in a number of key areas, making your human resources efforts, activities, and initiatives the best they can possibly be for departments across the organization.