B!HR

Human Resources
Business Intelligence

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01

Business Intelligence (BI)

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B!HR

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What is it?

- In short words, BI consolidates a set of techniques, methodologies and tools that support data collection and organization processes, data analysis, monitorization and sharing which will help better business management
- Makes data interpretation easier and helps on identifying new business opportunities
- Transversal to many different business areas, BI services adapts to operational and management specific processes of your business.

Benefits to your business

- **Have more knowledge about your processes** (productive, commercial, administrative and others)
- **Measure process effectivity** of an action, data or tool used in the company
- **Control revenues and expenses**
- **Identify losses and costs** (and goals deviations)
- **Plan and simulate previsions** safely
- **Faster data analysis**
- **Much easier reports, dashboards and comparative statistics implementation**
- Speeds up **Retorn Of investment**

The soluction

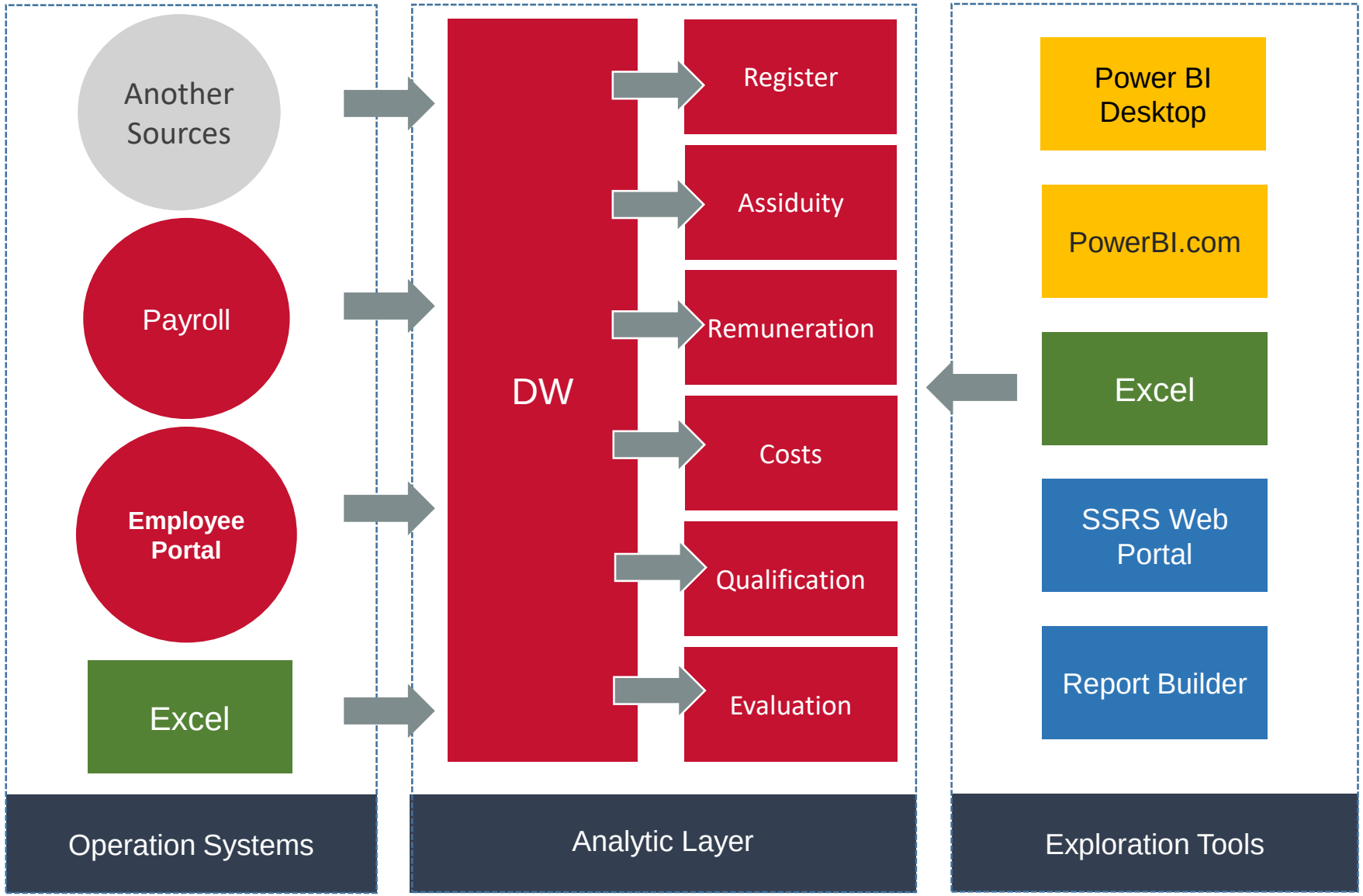
Human Resorces analytic solution for your company on 5 key areas:

- **Register**
- **Assiduity**
- **Remuneration/Costs**

- **Qualification**
- **Evaluation**

Identify human needs, in the diferents business areas of your company, using this solution.

Architecture



Summing up …

- **Automatic data Extraction, Transformation and Loading processes**
- **A total of 20 dashboards (on Excel) + 4 Dahboards (on Power BI)**
- **Technical and functional Consulting**
- **Fully open to new requirements Architecture**
- **Experience BI Team with given proofs**
- **Deliver of base architecture for future new analytical needs**

Specification of some HR indicators

Assiduity

- Suplementar Work Hours
- % of Absence

Register

- Monthly work hours
- Nº of entrances and exits
- Nº of dismiss exits
- Base Salary
- Antiguity
- Turnover
- Rotation Rate
- Age Average

Remuneration

- Nº of employees with liens
- Value and % Base Remuneration
- Remaining Remuneration
- Price Value
- Gross Amount
- Hour value or Unitary value

Qualification

- Duration in days/hours
- Expected Duraction in days
- Expected Duraction in hours
- Nº of presences
- Mandotory Qualification hours

Employees

- Nº of companies
- Nº of employees
- Nº and % of employees + 60years
- Nº and % employees chief position

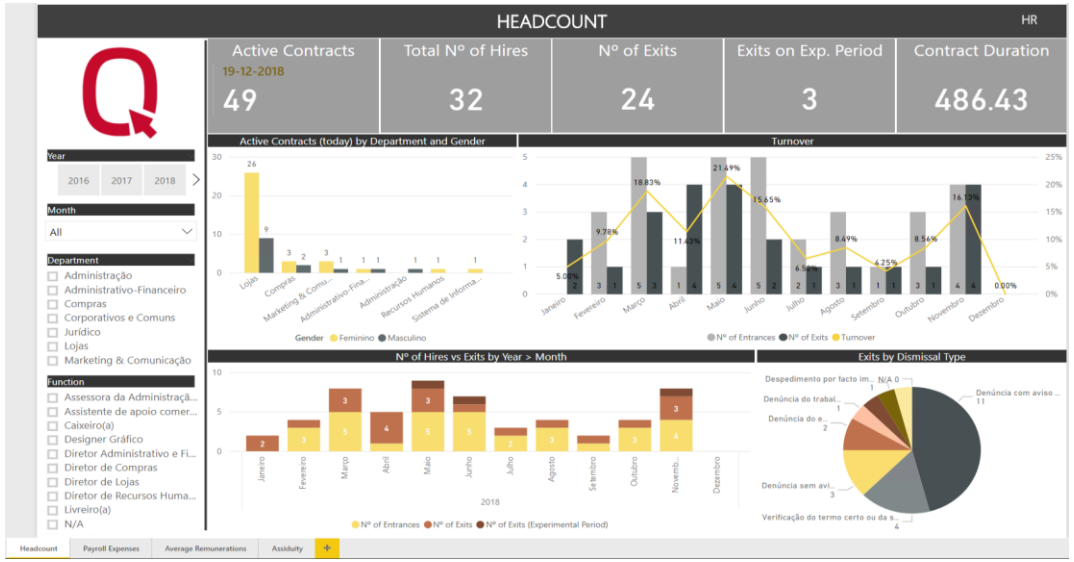
Qualification Sections

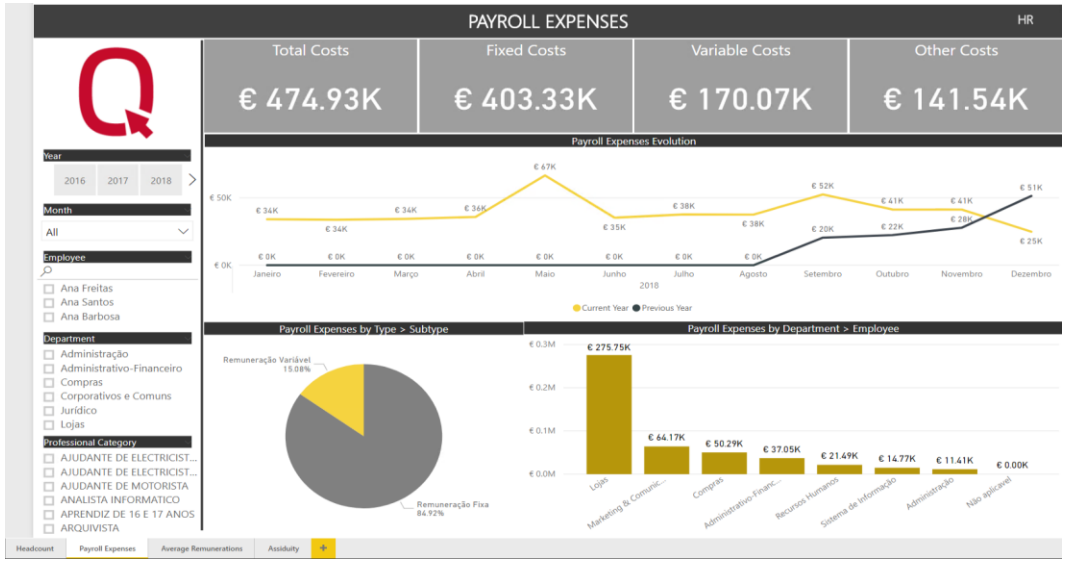
- Qualification Cost
- Qualification average Cost by /pss
- Total duration in hours
- Nº of sections

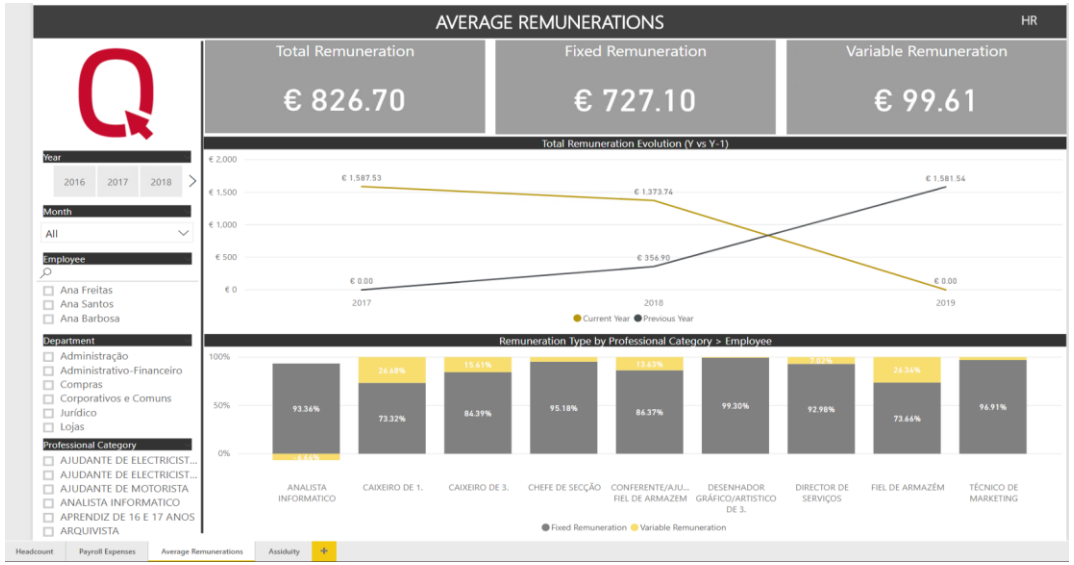
(…) There are many others

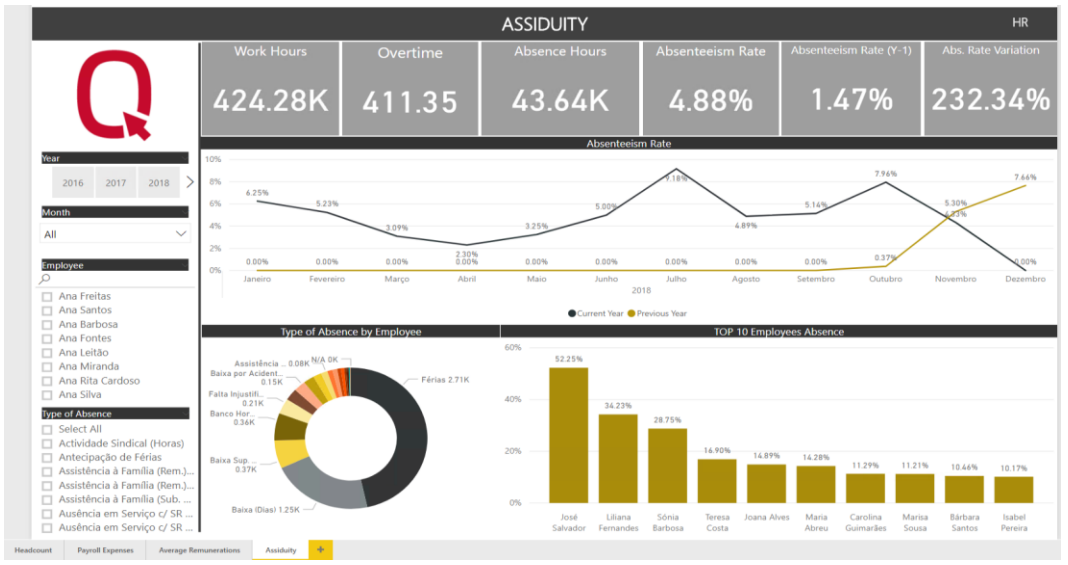
Power BI - Pre-built reports

Power BI









Microsoft Dynamics

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Thank you!

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