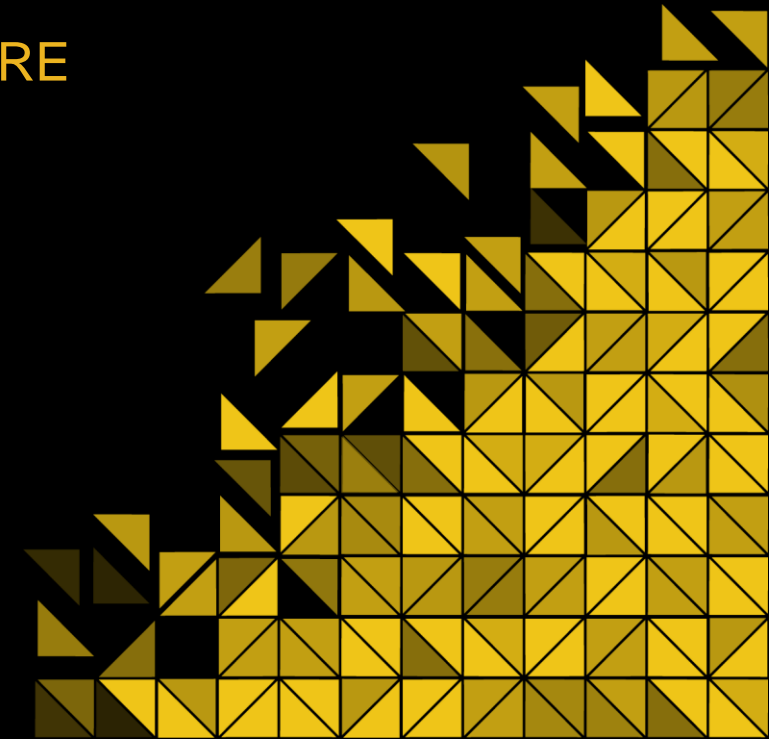




ENABLING DATA-DRIVEN CULTURE

Gold
Microsoft
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 Microsoft



AGILE HR ANALYTICS

Customizable pre-built **Power BI** dashboards

DATA-DRIVEN HR



▲ Accelerating Time-to-Insights

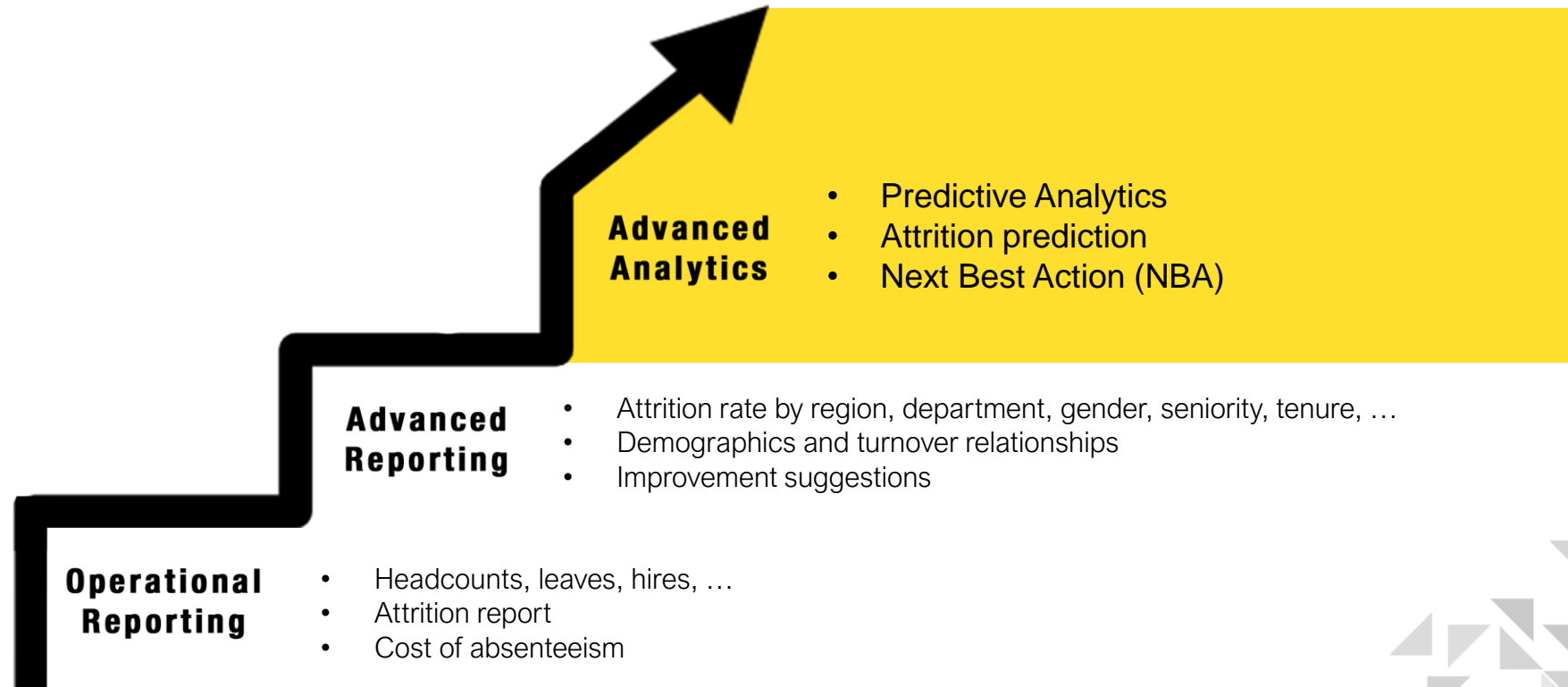


Agile HR Analytics

WHY, HOW, WHAT

Take Your HR Data Further

From Operational Reporting to Advanced Analytics



Problems

Common **Challenges** with **HCM** applications

- **Struggling** to find useful insights for strategic decision making.
- **Integration** with other systems such as recruitment or payroll applications is not easy.
- **Lack** of visibility of the **full employee's lifecycle** in one place.
- **Difficulty** with reporting functionalities such as **grouping** of divisions or merging data groups.
- Managing and customising dashboards often **needs IT support**.
- **New calculations** are not easy to add - e.g. employees turnover / attrition rate,



Solution

Agile HR Analytics

Your **HR** data in **Microsoft Power BI**

- **Single reporting environment:** All your data in one place
- **Multiple data sources:** Data, from all sources, in one view
- **Fully cloud-based:** No need for new, on-premises software
- **Flexible security:** Customize what each user can see
- **Tailored to your organization's needs:** Build hierarchies and calculations according to your requirements



Business Value

Agile HR Analytics

Simple and Effective

- **Minimal IT configuration** or support needed
- **Immediate value:** see business value at once
- **Fully cloud-based:** no need for new on-premises software
- **Fast and easy:** quick deployment, intuitive and easy to learn
- **Subscription model:** simple and reasonable subscription plan
- **View all your HR data** in one place, from any device, anywhere!

Case Study

KEOLIS DOWNER

Keolis Downer leveraged Agile HR Analytics for data-driven HR & workforce planning



About Keolis Downer Hunter

Keolis Downer Hunter is the proud operator of Newcastle Transport, delivering a multimodal public transport solution for Newcastle and Lake Macquarie, integrating buses, ferries, light rail and on demand services.



Keolis Downer is a leading operator and integrator of public transport in Australia. With more than 4,000 employees and a presence in five states, Keolis Downer enables 250 million passenger journeys per year. They operate and maintain the largest tram network in the world in Melbourne (Yarra Trams), the light rail network on the Gold Coast (G:link), and more than 1,200 buses in NSW, Western Australia, South Australia and Queensland.

Established in 2009, Keolis Downer is a joint venture between Keolis, a leading public transport operator established in 16 countries, and Downer, the leading provider of integrated services in Australia and New Zealand.

*“The **Agile HR Analytics** dashboards and reports provide the business with valuable insights into their people and workforce planning, driving better data-driven decision making.”*

HR ANALYTICS MANAGER - DOWNER

Why HR Analytics?



No More Complexity!

Gaining insights from data is normally a long, complex process for any mid-to-large organization



Security

Securing the integrity and confidentiality of HR data is crucial



Full Visibility

Traditional HR processes lack a holistic view of the entire organization



Transparency

Hiring and managing talent without leveraging data is a difficult, tedious, and opaque process



Microsoft Power BI - Interactive Reporting

Microsoft Power BI is a self-service **business intelligence** and **reporting** tool.

It's a drag-and-drop interface where you can pull in already existing as data from **multiple sources** into the visualization of your choice.

We make analysing Workday data **easy**. By connecting your Workday data with our fully developed HR Analytics Solution, you can hit the ground running!



Integration

Microsoft Power BI can **integrate** with other tools and data sources, including:

- Workday
- Oracle HCM
- Microsoft Excel
- Survey Monkey
- ...and more

Get up to speed quickly and work with your **existing HR data** without hassle.

ORACLE®
HUMAN CAPITAL
MANAGEMENT



Microsoft

Power BI



Microsoft Excel



Full View of Your Employees' Life Cycle

Hiring Analysis

Gain valuable insights on your hiring performance by gender, age, and more.



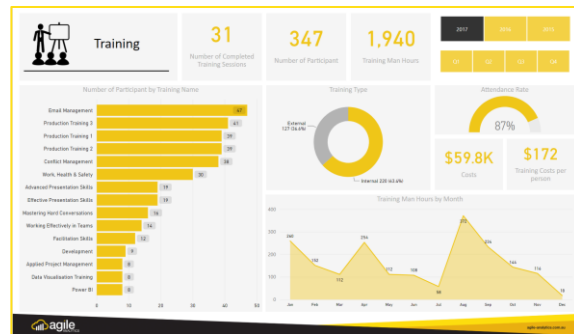
Potential vs Performance Analysis

Identify rising stars and low performers within the organization.



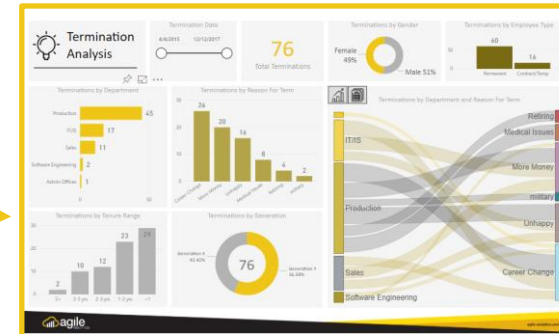
Absenteeism Analysis

Track leave usage and cost by age range, department, type of leave, and more.



Training Effectiveness

Gain control over investment on training per employee, across all departments



Employee Turnover

Gain valuable insights on your employees' turnover for your company.

Demo

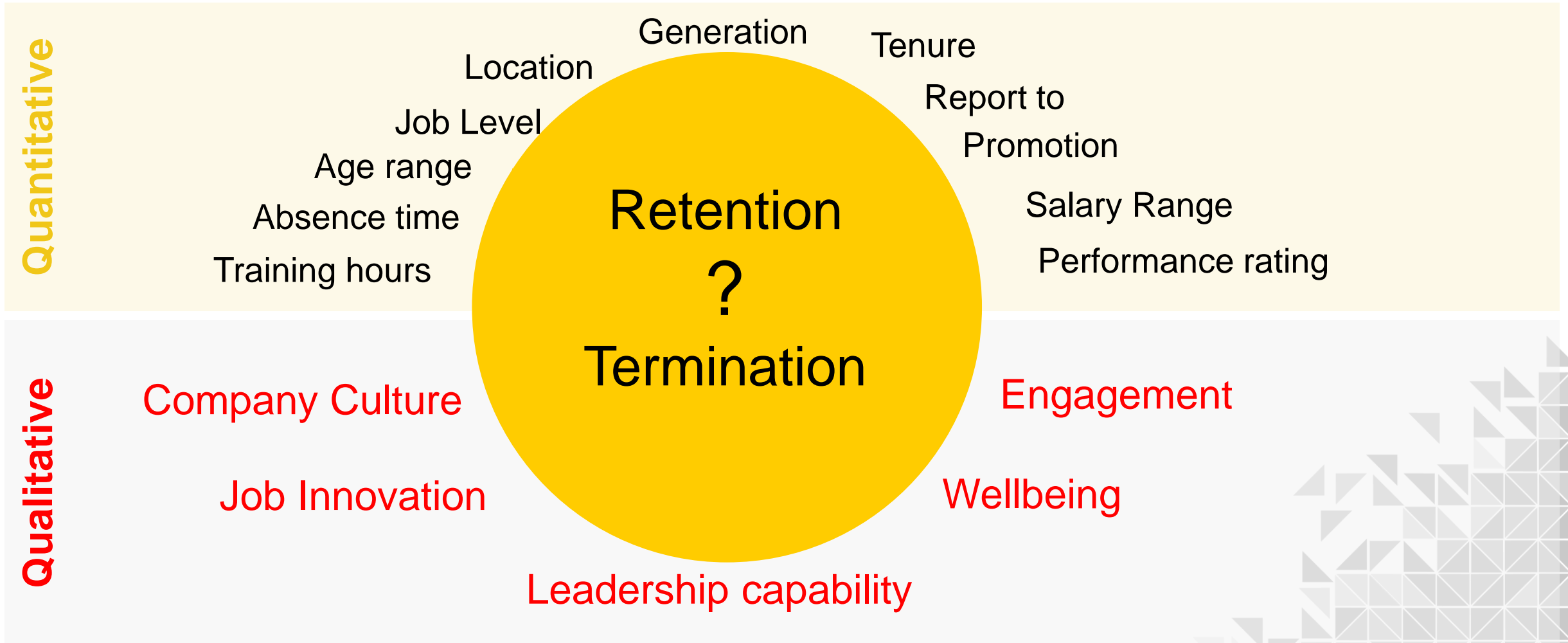
Agile HR Analytics

Advanced Features

Agile HR Analytics

 **+ AI**

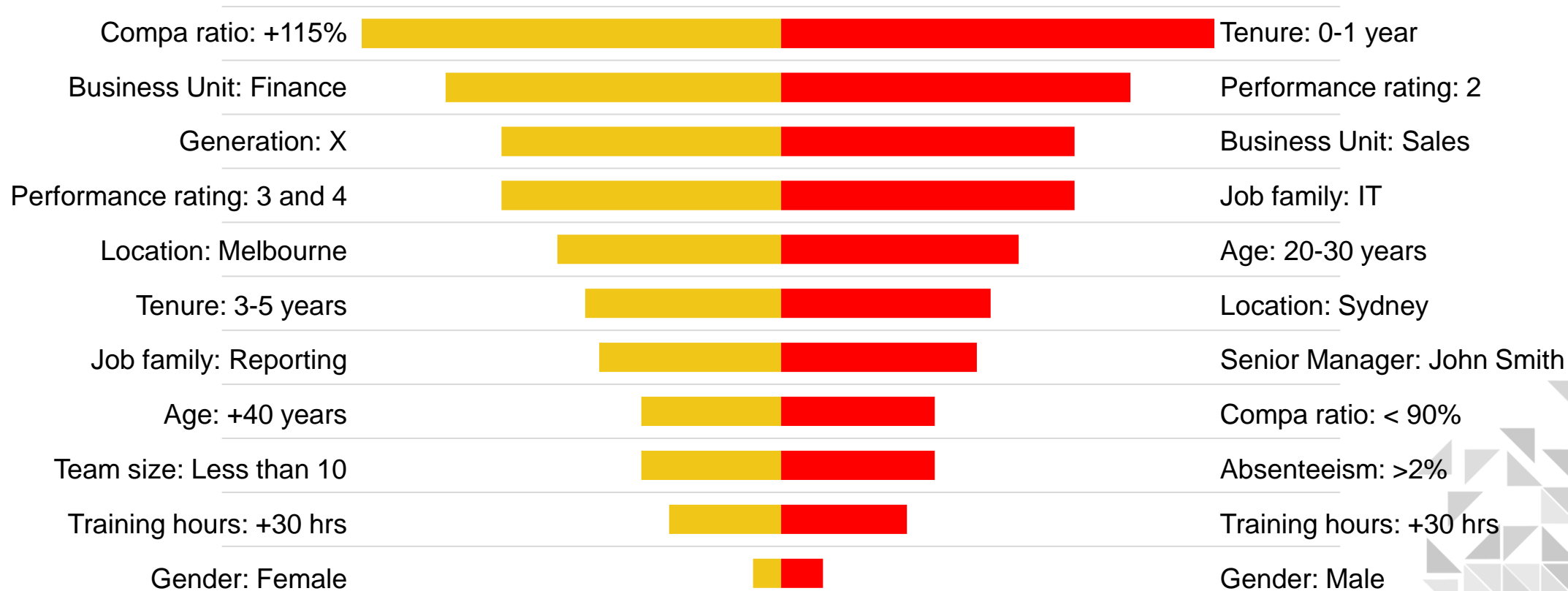
Reasons of Retention



Predicting Employee Attrition

Drivers of increasing retention

Drivers of increasing attrition



Attrition Risk Profile

High risk employees

Name	Attrition Risk
------	----------------

Michael Harris	29%
----------------	-----

Julie Barton	28%
--------------	-----

Neil Bar	27%
----------	-----

Jack Lu	23%
---------	-----

Christian Deck	21%
----------------	-----

Carly Johnson	20%
---------------	-----

Tiffani Chris	18%
---------------	-----

Taylor Swift	16%
--------------	-----

Hari Ford	15%
-----------	-----

Scott Hamilton	13%
----------------	-----



Top drivers of attrition risk

Business Unit: Data Analytics

Tenure: 2 years

Age: 29

Location: Sydney

Absenteeism: 2.1%



Employee Attrition Prediction

2018

2019

2020

Jan

Feb

Mar

Apr

May

Jun

Employee ID

5221506

Jul

Aug

Sep

Oct

Nov

Dec

Personal Information - Active

Employee Name Audria Piccinich
Date of Birth 21/12/1991
Date of Hire 19/01/2015
Date of Termination
Termination Reason

Current Position

Business Unit Production 3
Job Title Development Engineer
Location AUS - Sydney
Job Level 4
Contract Type Regular

Financials

Salary \$72,117
Compensation Grade C
Comparison 1.07

Factors	Likelihood of termination	Contribution	Details
Last promotion	7.4%	34.0%	Not promoted
Compensation	3.6%	16.4%	\$72,116.76
Training hours	2.4%	11.2%	No training completed
Absenteeism	2.3%	10.6%	0 leave days taken
Manager	2.2%	10.1%	Level 1 Manager: John Smith
Performance rating	1.5%	6.7%	5 - Leading
City	1.0%	4.7%	AUS - Sydney
Business Unit	0.7%	3.2%	R&D
Reporting hierarchy level	0.4%	2.0%	3
Tenure	0.3%	1.1%	6 years of service
Total	21.9%		



Licensing Options

Agile HR Analytics

Licensing Options

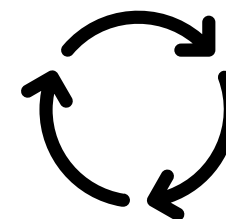
These are flexible and affordable packages that suit the needs of companies of every type and size.

They include unlimited users (we don't charge per user) and 12 months of product support for all updates, fixes, and enhancements.

Basic	Standard	Advanced <small>AI-ENABLED</small>
\$250 /month (billed annually)	\$400 /month (billed annually)	\$900 /month (billed annually)
Summary Dashboard	Summary Dashboard	Summary Dashboard
Diversity	Diversity	Diversity
Employee Profile	Employee Profile	Employee Profile
Salary Analysis	Salary Analysis	Salary Analysis
Departments / Business Units	Departments / Business Units	Departments / Business Units
Historical & Trends	Historical & Trends	Historical & Trends
Performance Analysis	Performance Analysis	Performance Analysis
✓ 12 Months Product Support	✓ 12 Months Product Support	✓ 12 Months Product Support
	Leave Analysis	Leave Analysis
	Absenteeism	Absenteeism
	Termination Analysis	Termination Analysis
	Attrition Analysis	Attrition Analysis
		+ 9-Box Performance
		+ Attrition Prediction
		+ Diversity Prediction
		+ AI-enabled features

Implementation Options

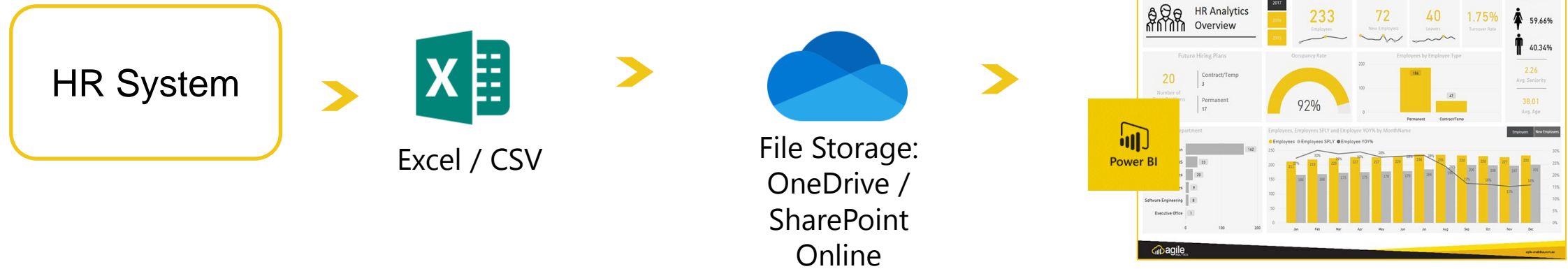
- With any license plan above, you can get a self-service package that includes the Power BI file (PBIX) and do the implementation yourself;
- We can provide consulting and support services for data integration and customization.
- Alternatively, we can manage it for you on a monthly subscription basis.



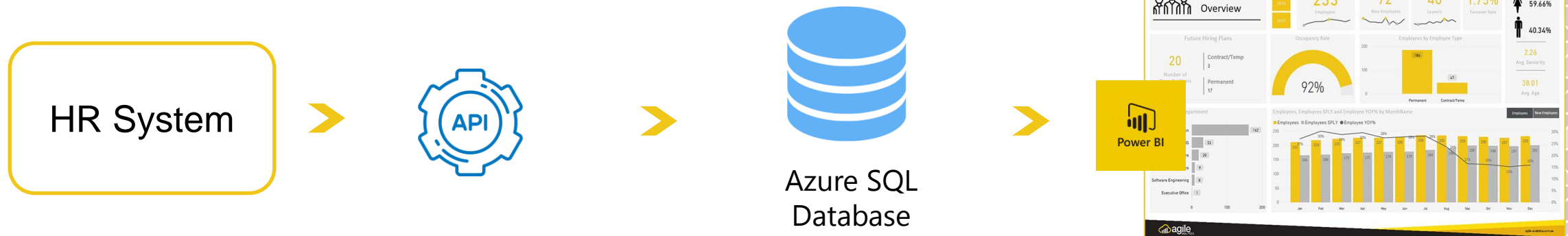
Integration Options

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Option 1) File-based Integration



Option 2) API / Database Integration



Some Of Our Happy Clients





**The age of Data Insights is here.
Are you ready?**



www.agile-hr-analytics.com



info@agile-analytics.com.au



Australia (HQ) | Ireland | Switzerland | Turkey