

HR ANALYTICS

Empower employee journey with advanced analytics



EMPLOYEE JOURNEY

HR has to manage different sub process of employee journey

1

TALENT ACQUISITION

Overview, Job Offer, Hiring

2

TALENT MANAGEMENT

Overview, Compensation & Benefits, Career Path, Learning & Development, Performance, Absenteeism

3

TALENT RETENTION

Overview, Termination

TALENT ACQUISITION

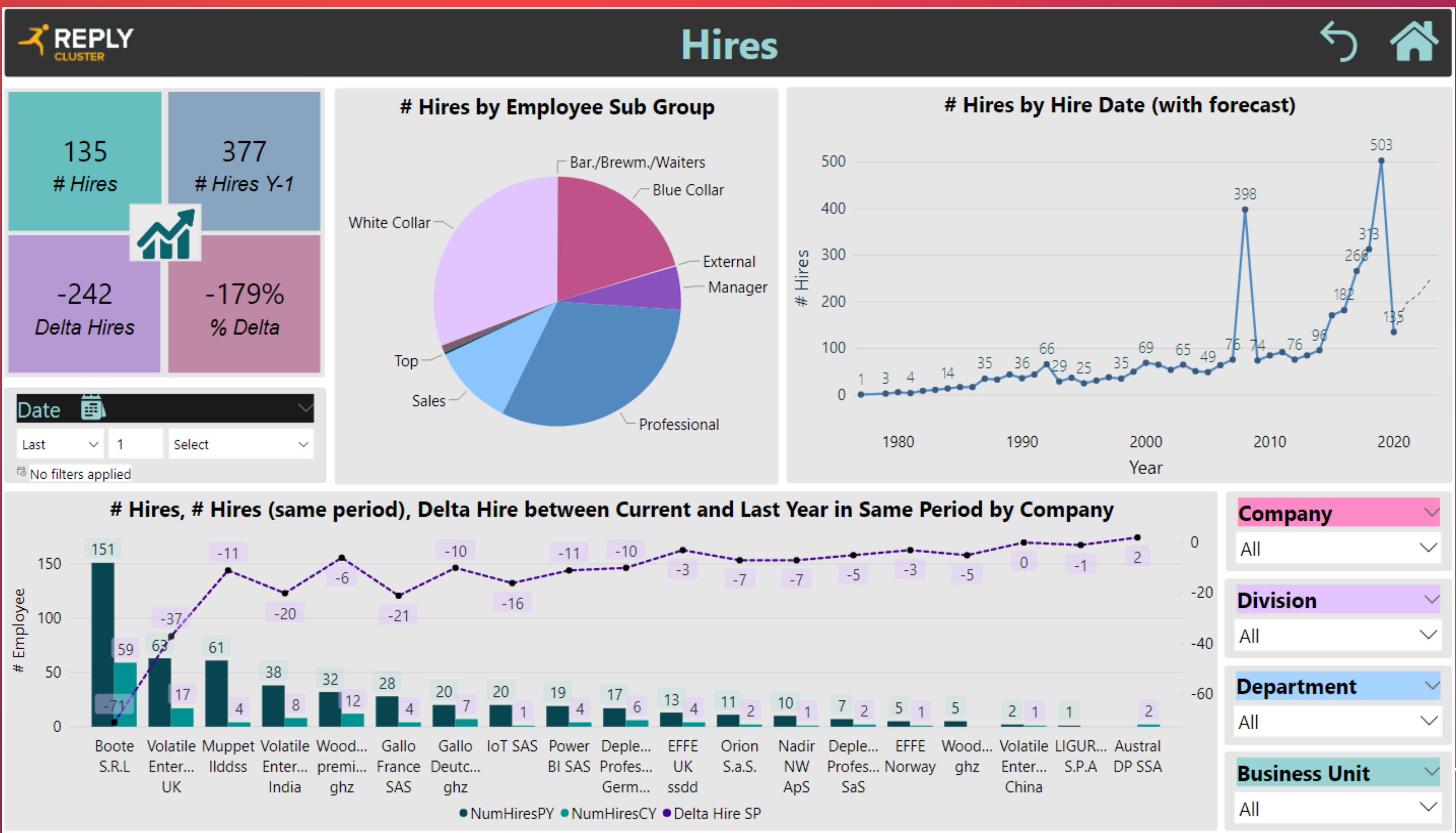
Overview of Hiring process by key driver and dimensions



HIRING OVERVIEW

Visuals: Acceptance Rate per Department, Avg days to fill, Hiring Source, Offer decline reasons

KPI: Acceptance Rate, Avg Time to Fill



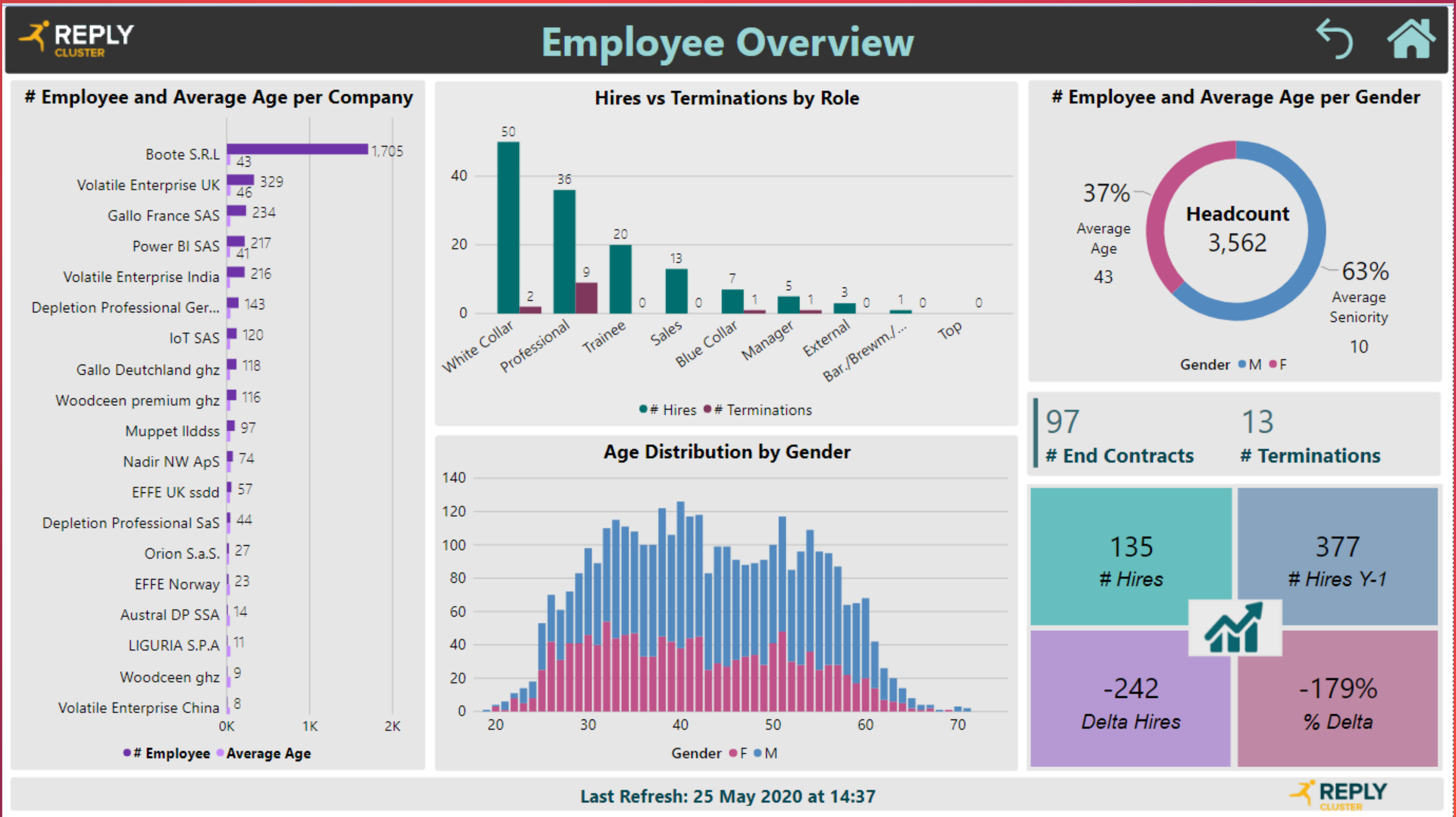
TALENT MANAGEMENT

Explore data, Analyze reasons and Discover insights inside this process



EMPLOYEE OVERVIEW

Visuals: Open Position per Employee Type, Headcount per Contract Type, by Department, by Education, per Age Range
KPI: Headcount, Hires, Termination, Turnover Rate, Average Seniority, Average Age



TALENT RETENTION

Analyze employee termination data in order to deeply understand this phenomenon



TERMINATION OVERVIEW

Visuals: Termination by Gender, per Contract Type, by Department, by Tenue Range, per Reason

KPI: Termination

Terminations ↶ 🏠

Hires, # End Contracts, #Terminations by Employee Sub Group

Employee Sub Group	# Hires CY	# End Contracts CY	# Terminations CY
White Collar	50	54	2
Professional	36	7	9
Trainee	20	25	0
Sales	13	6	0
Blue Collar	7	1	1
Manager	5	0	1
External	3	1	0
Bar./Brewm./Wait...	1	3	0
Top	0	0	0

Terminations
13

End Contracts
97

Employee Details ➔

Division ▼

All ▼

Business Unit ▼

All ▼

Department ▼

All ▼

Company ▼

All ▼

Company	Already Ended	End This Year	End Next Year	End Forward
⊕ Boote S.R.L	68	5	4	
⊕ Depletion Professional Germany SaS	4		1	
⊕ Depletion Professional SaS			1	
⊕ EFFE UK ssdd	3			
⊕ Gallo Deutschland ghz	6	1	10	1
⊕ Muppet Ilddss	1			
⊕ Orion S.a.S.	12			
⊕ Volatile Enterprise UK		1	2	
⊕ Woodceen premium ghz	3			
Total	97	7	18	1

Termination Reason

KEY FEATURES

Unified hub for employee data that ensure advance analytics for HR



UNIFIED DATA

Unify data from disparate sources, prepare and cleanse your data



DATA REFRESH

Data always updated setting refresh schedules



DATA PREDICTION

Powered with predictive analytics based on machine learning technology



DATA SHARING

Choose what information share with every particular group of users



DATA SECURITY

Have a list of users' groups always synchronized with the company Active Directory



SAFE DATA

Safe transit of encrypted data on cloud



REPLY

CLUSTER

www.clusterreply.it