



Workforce 360

Make evidence-based decisions and optimize your human capital management strategies

Disclaimer

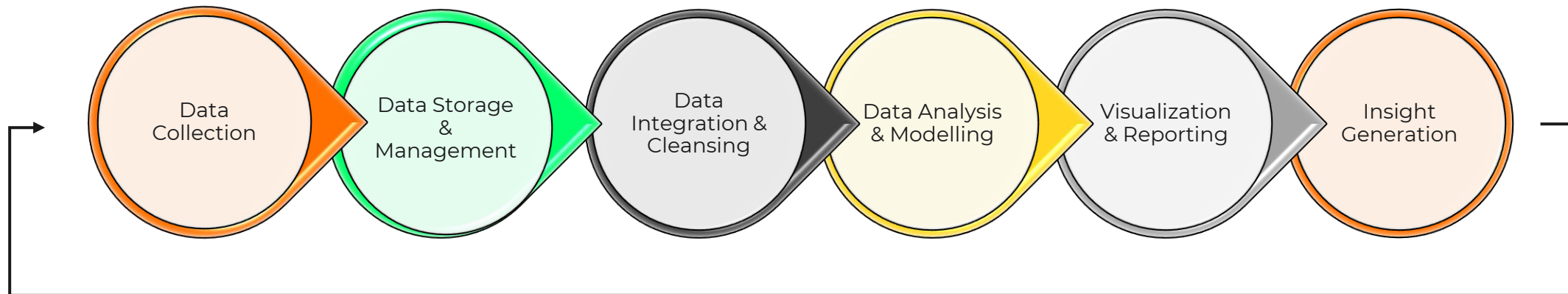
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HR Analytics

*The best-known CEOs have repeatedly emphasized that **getting “people” right** is of primary importance to **make a business run well.***

Use of data and statistical analysis to gain insights and make informed decisions about the workforce within an organization. It involves collecting, analyzing and interpreting various types of data related to employees such as –





- Personal Information
- Employment History
- Performance Metrics
- Compensation & Benefits
- Training & Development
- Absence and Leave Data
- Engagement Surveys
- Appraisal information
- Turnover and Attrition Data
- Workforce Plan
- Feedback and surveys
- Recruitment and Applicant data
- Employee Relations data
- Diversity & Inclusion
- Employee Health & Well being



HR Analytics criticality for organizational success

A mature HR function **drives organizational success** by strategically taking data driven decisions.



-  **2.5x** more likely to lead their organization's digital transformation
-  **5.4x** more likely to continuously adjust their strategy to align with changing business strategy
-  **3.2x** more likely to manage change
-  **2.4x** more likely to innovate and improve efficiency

HR Analytics Challenges

HR Analytics – Technical Challenges

Organizations struggle with data integration from discrete systems and sources. System like HRMS, Timesheets, Performance Management, Recruitment Management etc

Source Integration



Poor data quality can hinder accurate analysis and lead to unreliable insights. Few examples are Data Inconsistencies, Data Silos, In Complete Data etc.

Data Quality



Data security for HR (Human Resources) is particularly crucial as HR departments handle sensitive employee information, including personal details, financial records, performance evaluations, and more.

Data Security



HR technology infrastructure needs to be scalable and flexible to accommodate organizational growth, changes, and evolving HR needs.

Technology Infrastructure



Scalability is a significant challenge for HR analytics as organizations seek to expand their analytical capabilities and handle increasing volumes and variety of data.

Scalability and Sustainability



Building and launching HR analytics initiatives within a limited timeframe is challenging. Defining Scope of work and Prioritizing is long exercise and then waiting for Analytics output.

Time to Build and Launch



Data governance involves defining access controls, roles, and permissions to ensure appropriate data access and protect sensitive HR information. Balancing data security with providing necessary access for HR analytics is challenging.

Data Governance



For HR it becomes crucial to align with key stakeholders, including HR leaders, business executives, and IT teams. Ensuring their buy-in and collaboration is essential for successful implementation.

Stakeholder Alignment



The 'ROI' of HR analytics is; increasing the business value derived from data for talent decisions.

- Talent**
 - 1. **What are the employee demographics drivers to high performance ?** (qualification/belonging to a particular location/ having worked with a particular company, behavioral traits including leadership traits)
 - 2. Hot skill demand vs supply gap
 - 3. How is average performance of the manager compared to average performance of DRs
 - 4. What is the utilization of employees
- Organization Structure**
 - 5. What are the spans and ratios across bands?
 - 6. **Is increase in manager span of control complemented with an equal or more increase (in proportion) business value generated?**
 - 7. Is the company on the right path with respect to succession planning?
- Attrition**
 - 8. Why are employees (across bands) leaving the organization?
 - 9. **How many and what % high performing employees leave the organization within a given period?**
 - 10. What are the employee demography which leads to longer tenure?
- Diversity**
 - 11. What are the drivers of female employee attrition
 - 12. **How is team performance co-related with diversity**
- Capability Development**
 - 13. **Impact on performance through capability development**
- Value Creation**
 - 14. Is Revenue per employee /profit per employee shift correlated to cost per employee?
 - 15. **Does higher individual pay result in higher individual performance?**
- Employee Satisfaction**
 - 16. **What are the typical areas where maximum number of HR queries/ complaints are received?**

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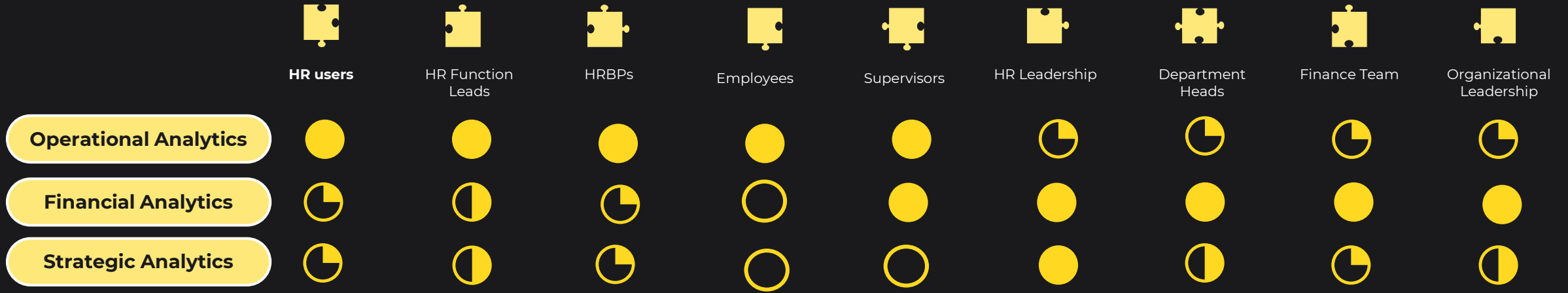
Workforce 360

- The workforce 360 is a product which covers all the **HR** functions and helps to track multiple **KPIs**.
- Comes with a **data transformation layer** and **actionable dashboards** to derive insights and drive business decisions.
- **Automates the reporting** structure via use of analytical dashboards.
- This automation would ease management review, near to real time reporting as well as serve as a self-service data analytics platform enabling users to go beyond reporting and deep dive into analytics.
- Comes with **advanced analytical capabilities** which help drive employee engagement initiatives.
- Comes with **high level planning & scenario** execution capabilities to drive management decision making.
- Comes with **Mobile and Desktop view** for easy accessibility



Workforce 360

Business Metric relevance for persona



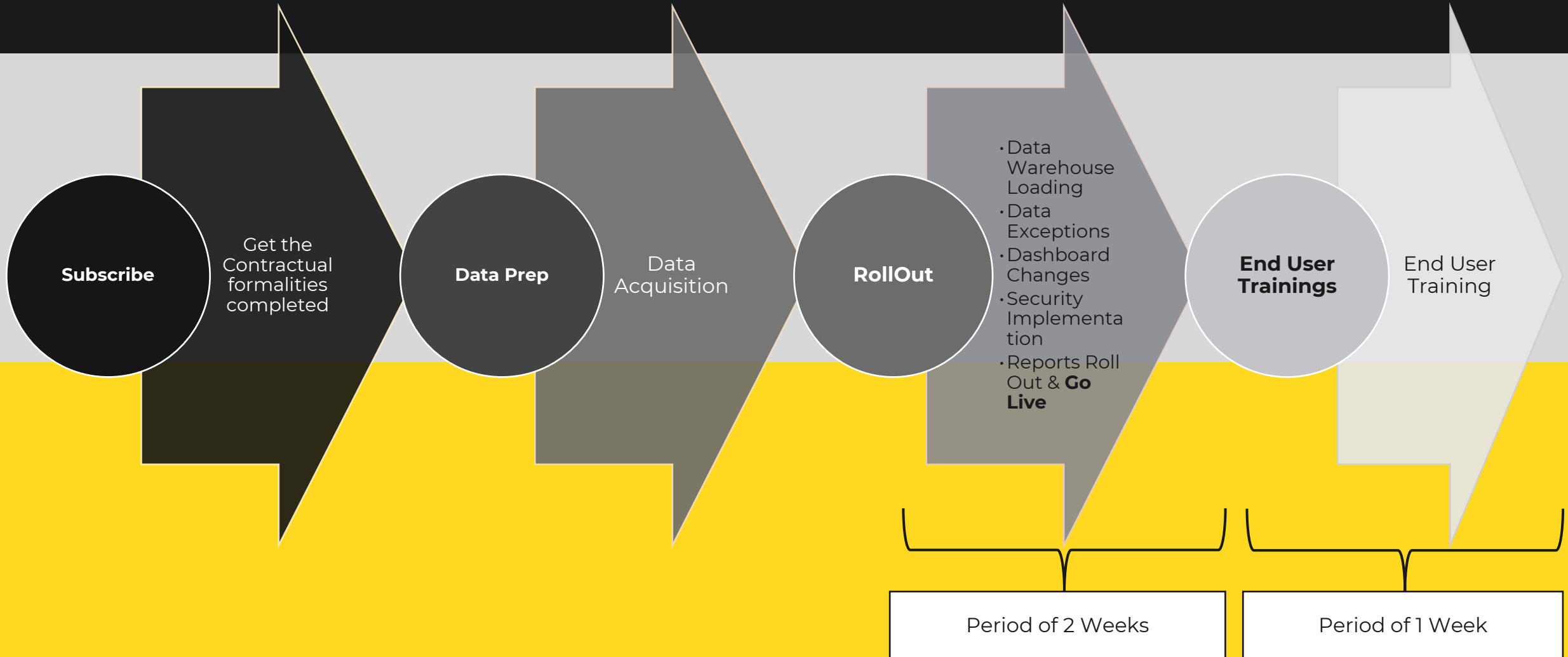
Modules Coverage

Demographics	Learning & Development	Recruitment	Performance	Promotion
Attrition	Employee Engagement	Cost to Company	Expense	Headcount Planning
New Hires	Attrition Forecasting	Leaves	Utilization	Employee Profile

How It Works...



4 Step Process to Leading Transformation



Pricing



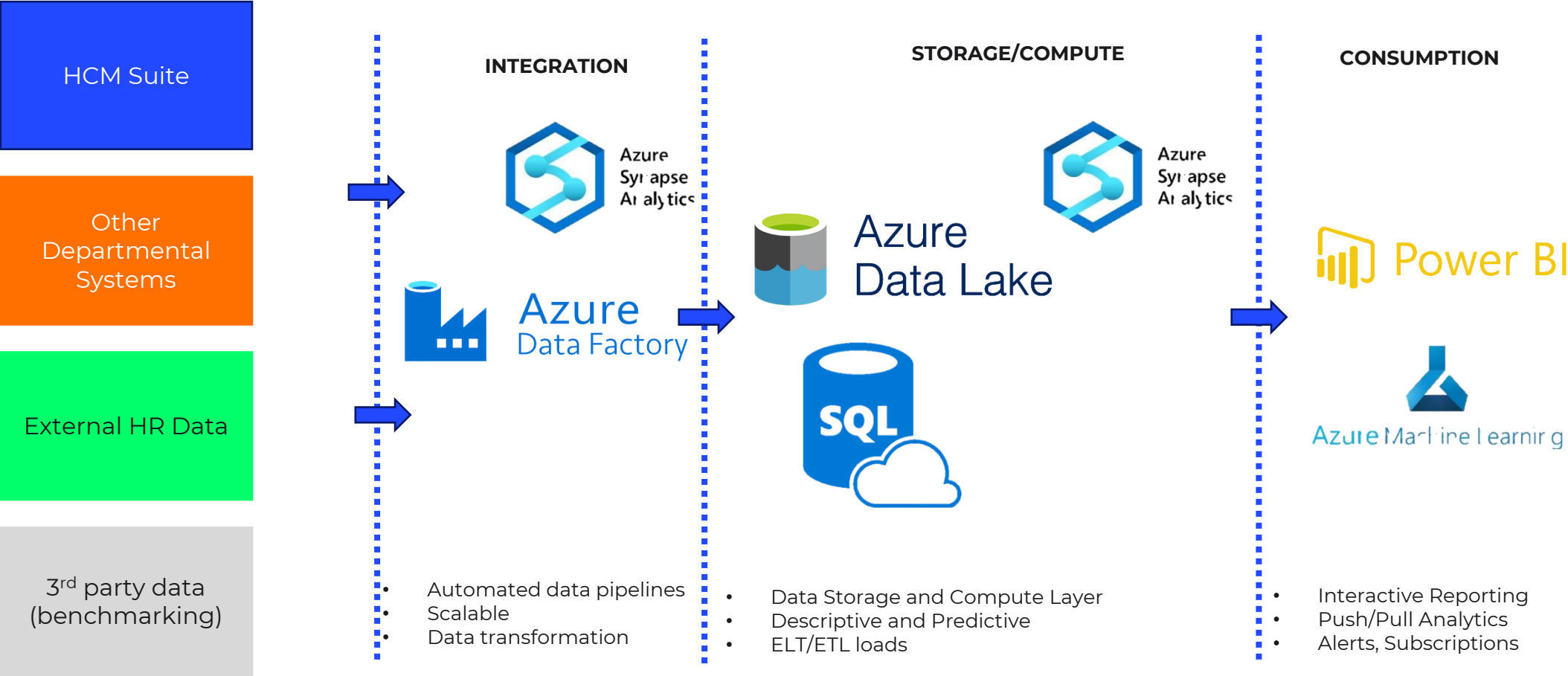
Terms & Conditions

- All applicable taxes will be over and above the quoted price
- The pricing will cover 30% changes in the application which includes logic or formula changes, chart changes, and analysis changes
- The changes will exclude colour theme change which has already been included in the pricing
- Any new analysis or new KPI creation isn't included in the product and will be charged based on additional efforts. This will be raised to appropriate team for approval
- The commercials includes 2-weeks of Go-Live support. Post Go-Live support, will be charged separately

Assumptions & Exclusion

- Client to pull raw data from their source systems
- Client to lead mapping of data points for each dashboard. If Polestar needs to do mappings, extra fee will be applicable.
- If Client wishes to add any additional module which is not there in given list, it can be built with additional charges provided following conditions are met:
 - Client will provide one excel (one sheet) per module
 - Client will provide all KPIs list and calculations upfront
 - Client will ensure structure/definitions of master data remains in sync with other modules.
 - Modification of charts and views based on feedback to enhance the Power BI Dashboard is limited to 30% of overall visual elements
- Client to ensure data and users availability for Requirements, STM and UAT in timely manner
- Sign Offs to be provided within 2 Weeks of UAT timelines
- Entire data and dashboards will be hosted in Client's cloud and BI environment, licenses of the environment needs to be procured by Client
- Client to ensure data availability in timely manner

Reference Architecture



Structured
Semi-structured
Unstructured

THANK YOU!

