

agile HR ANALYTICS

ENABLING DATA-DRIVEN HR

## Our satisfied customers.

We've helped clients across a diverse range of industries, with our innovative solutions.

The ASOS logo consists of the letters 'ASOS' in a bold, black, sans-serif font.The Coca-Cola logo features the brand name in its signature cursive script.The logo for Médecins Sans Frontières, featuring a stylized figure and the text 'MEDECINS SANS FRONTIERES'.The Ingredion logo includes a stylized leaf icon above the word 'Ingredion'.The KELLY logo is the word 'KELLY' in a bold, black, sans-serif font with a registered trademark symbol.The logo for Newcrest Mining Limited, featuring a stylized 'N' icon and the text 'NEWCREST MINING LIMITED'.The Evoqua logo features a stylized water drop icon above the word 'eVOQUA'.The First United logo includes a stylized 'U' icon and the text 'First United' with the tagline 'SPEND LIFE WISELY'.The logo for Helmerich & Payne, Inc., featuring a stylized 'HP' icon and the text 'HELMERICH & PAYNE, INC.'.The DHL logo is the word 'DHL' in a bold, italicized, sans-serif font with horizontal lines.The Stockland logo features a stylized circular icon above the word 'Stockland'.The logo for Central Valley Ag, featuring a stylized 'CVA' icon and the text 'Central Valley Ag' with the tagline 'GROWING AGRICULTURE TOGETHER'.The Ferguson logo includes a stylized gear icon and the word 'FERGUSON'.The Accent Group Limited logo features the word 'Accent' above 'Group LIMITED'.The logo for Yarra Valley Water, featuring a stylized 'Y' icon and the text 'Yarra Valley Water'.The QBE logo includes a stylized 'Q' icon and the letters 'QBE'.The Heineken logo features a star icon and the word 'Heineken'.The logo for Greening Australia, featuring a stylized tree icon and the text 'Greening Australia'.



**YOUR HIGHEST ASPIRATIONS**

## Common challenges we know clients face with HCM applications.



**Lack of strategic insights:** Managers struggle to find useful insights to drive strategic decision-making.

**Low or no integration :** Not all solutions are created equal, and many have difficulty fully integrating into existing systems.

**Low or no visibility:** Lack of clear visibility of the full employee's lifecycle in one place.

**Poor reporting functions:** Difficulty with reporting functionalities such as grouping of divisions or merging data groups.

**IT support required:** Managing and customizing dashboards often need IT support.

**Business logic changes:** New calculations are not easy to add - e.g., employee's attrition rate or updating a business rule

**Oversimplified dashboards:** Lack of comprehensive dashboards to view advanced reporting such as attrition prediction, diversity and more.

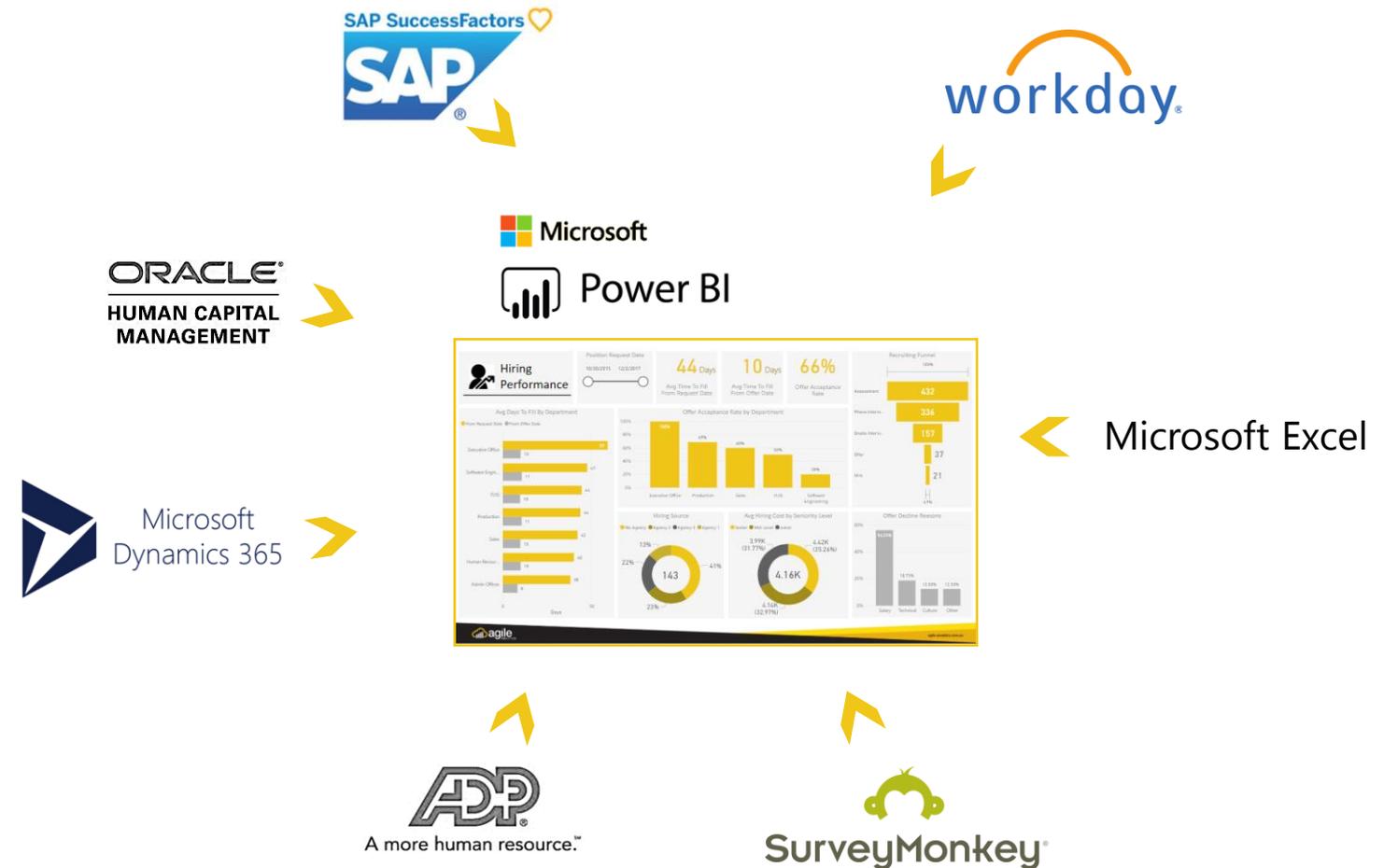
**No customizable options:** The solution can't be changed to meet your unique needs.

**Implementation time & cost:** Generally long and costly.

# Connect to your HR systems

- Microsoft Power BI can **integrate** with other systems and data sources, including:
- Workday
- Sap Success Factor
- Microsoft Dynamic 365
- Oracle HCM
- Microsoft Excel
- Survey Monkey
- ...and more

Avoid the hassle, get up to speed quickly and work with your **existing HR data**.



## What makes Agile HR Analytics different?

Single reporting environment

Fast and easy

Minimal IT configuration

Multiple data sources

Fully cloud-based

Flexible security

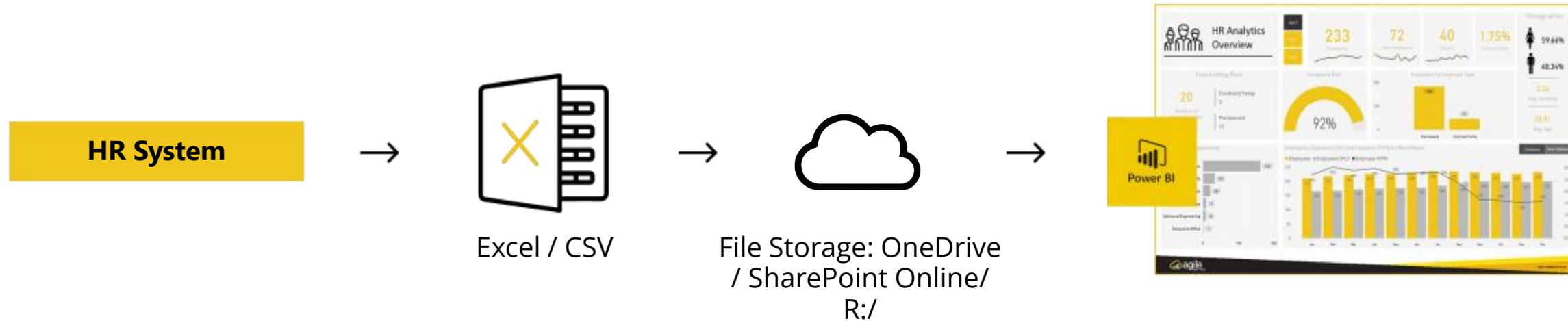
Tailored to your organization's needs (and branding)

Subscription model

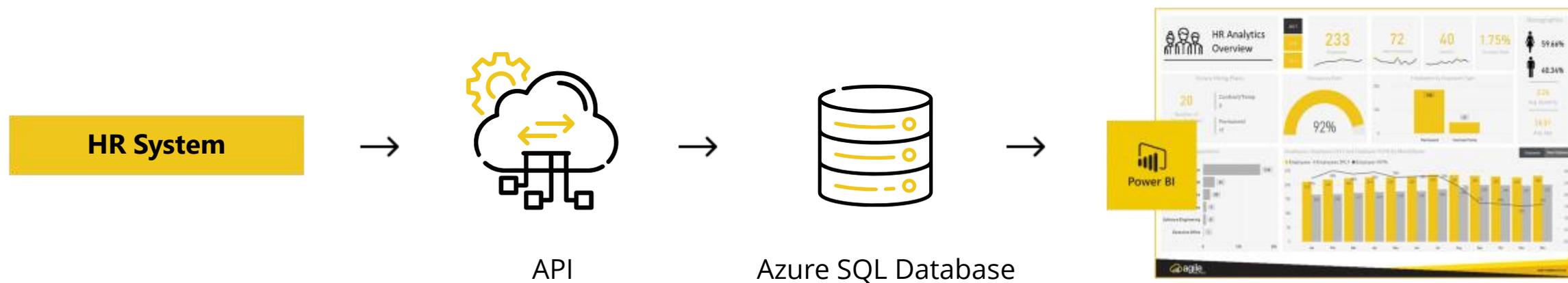
Immediate value!

# Integration options

## Option 1) DPA: digital process automation



## Option 2) API / Database Integration





**FARAH AMNA - HR BUSINESS PARTNER AT DHL**

*"As an HR business user who is always looking for ways to present data in a more concise and clear way, I have found Agile Analytics Power BI HR dashboard templates broaden my understanding of how to develop and design Power BI dashboards for my organization's HR department.*

*The visualizations are a part of the learning cycle I clearly needed. Highly recommended.*

*Definitely one of the best and well worth the money."*

# DHL required better reporting for their HR data.

## About the company

DHL is a German delivery, logistics and packaging company operating globally in the competitive mail service industry.

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## The Challenge

Their existing reporting pack was based on static files and it was hard to read and understand. It was created manually which was time-consuming and the process was prone to errors.

## The Solution

**New flexible, scalable and fully integrated reporting platform built on Azure and Power BI**

Our Agile HR Analytics Solution built on Power BI were implemented to replace their static reports. An automated schedule refresh was implemented to streamline the process. Row-level security was implemented to handle the access for each team member and at each level of management.

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## The Result

The interactivity, ease of navigation and automated data refresh delivered immediate value to the business and raised excitement amongst the HR managers. Data was refreshed and their questions could be answered immediately.

# HR reporting solution for a global fashion and cosmetics retailer.

## About the company

A European based online fashion and cosmetic retailer primarily aimed at young adults. The website sells over 850 brands as well as its own range of clothing and accessories, and ships to all 196 countries from fulfilment centres in the UK, USA and Europe.

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## The Challenge

The Online Fashion and Cosmetics Retailer needed an end-to-end HR Analytics solution, for data storage and reporting which would remove many of its manual processes and templates and give its leaders insight into its People Data.

## The Solution

### Automating the HR Data Analysis process

Agile Analytics delivered a solution that compiled HR data from different platforms and imported the data into Microsoft Power BI, that generated intuitive and interactive dashboards. We were able to deliver a detailed analysis of employees, diversity, demographics, departments, history and trends, absenteeism, salary, performance rating, leavers, attrition, future starters and future leavers, position-based headcount and approved vacancies.

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## The Result

This Online Fashion and Cosmetics Retailer now has a solution which provides extensive insight into employee data, reducing vulnerability, assisting forward planning and saving countless hours of managing manual processes.



# Interactive Reporting with Microsoft Power BI



The Agile HR solution - built on the powerful Microsoft Power BI - is a self-service business intelligence and reporting tool.

As a drag-and-drop interface you can pull in existing data from multiple sources onto the visualization of your choice.

Hit the ground running by connecting your data with our fully developed solution to make analyzing your HR data easy.



# Gain a Full View of Your Employees' Life Cycle

Recruitment

Hires

Diversity & Inclusions

Salary Analysis

HR Profiles & Trends



1

2

3

4

5

6

7

8

9



Leave Analysis

Performance Management

Training Analysis

Termination Analysis

# Why Choose Agile HR Analytics?



## ✓ No More Complexity!

Our solution utilises easy to access dashboards, making insights readily available from complex data sources.

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## ✓ Full Visibility

Gain a holistic view of the entire organization with structured reporting across teams.

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## ✓ Strategic Decision Making

Transform data into actionable insights. Help attract, manage, and retain employees to save time and increase productivity.



## ✓ Security

Control permissions, protect integrity and respect confidentiality all within the one solution.

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## ✓ Transparency

Get crystal clear and leverage your data to develop new hiring, retention and talent managing tactics.

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## ✓ Customize

Customize the solution depending on your needs (and brand!) to maximise your business benefits.

# Implementation Options

Once you've selected the right plan to suit your organization, we can assist you with implementation in one of 3 easy ways:

## Self Service

Ready to get started? Implement and serve yourself with a package that includes the Power BI file and documentation

## Assisted Integration & Customization

Allow us to assist and provide consulting and support services for data integration and customization

## Ongoing Monthly Support

Set up and ongoing support with a monthly subscription



# FAQ's

## Pricing & Licensing

**Q: Is the license fee a one-off cost or on an ongoing basis?**

A: The license fee is a subscription paid monthly / annually.

**Q: Is the consulting fee a one-off cost or on an ongoing basis?**

A: The consulting fee is a one-off cost. If you require ongoing support, maintenance, and enhancements, a monthly fee can be discussed for a support agreement.

**Q: What do I need to provide to receive the quote for the implementation?**

A: List of the source data system(s), required data mapping (if applicable) , data size, data refresh frequency, preferred integration method (DPA, or API/Database), and if you need to create new reports or customize the existing dashboards.

## Privacy & Security

**Q: Will the data be hosted in your environment?**

A: No, all data will be hosted in your own environment.

**Q: Will data be secure?**

A: Yes, in addition to the reports, security at row-level (RLS) will be implemented to enable setting up access for each user/role.

## Technology

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**Q: Is there a dependency on the vendor after the implementation?**

A: No. The solution is based on Power BI – which is a cloud-based service by Microsoft. There is no dependency on any other platform or software, but you need to have a Power BI license from Microsoft.

**Q: Can we make any changes to the data model, field names, logic, reports, etc.?**

A: Yes, you can make any changes that you want with no restrictions from us.

# FAQ's

## Integration Options

### **Q: What are the integration options with the data systems?**

A: There are 3 options:

- DPA: we use a simple process automation that will extract data to CSV/Excel files with our pre-defined templates, save them into a cloud-based storage like OneDrive for Business or SharePoint Online, and load them into Power BI.
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- API's integration with Workday, Oracle, Dynamics 365, etc.

Database connection, if you store data in a database or Data Warehouse, we can connect to it.

### **Q: Which integration option is quicker/more affordable?**

A: DPA is a file-based integration that is a simple and quick solution based on Excel / CSV extracts from your HR system (such as Workday) using our templates. This can be automated for daily data refresh and can be implemented within days.

### **Q: How easy it is to do the data integration?**

A: The Solution comes with instructions on how to do the file-based data integration yourself, to get you started quickly.

## Customization

### **Q: Can we have our own branding?**

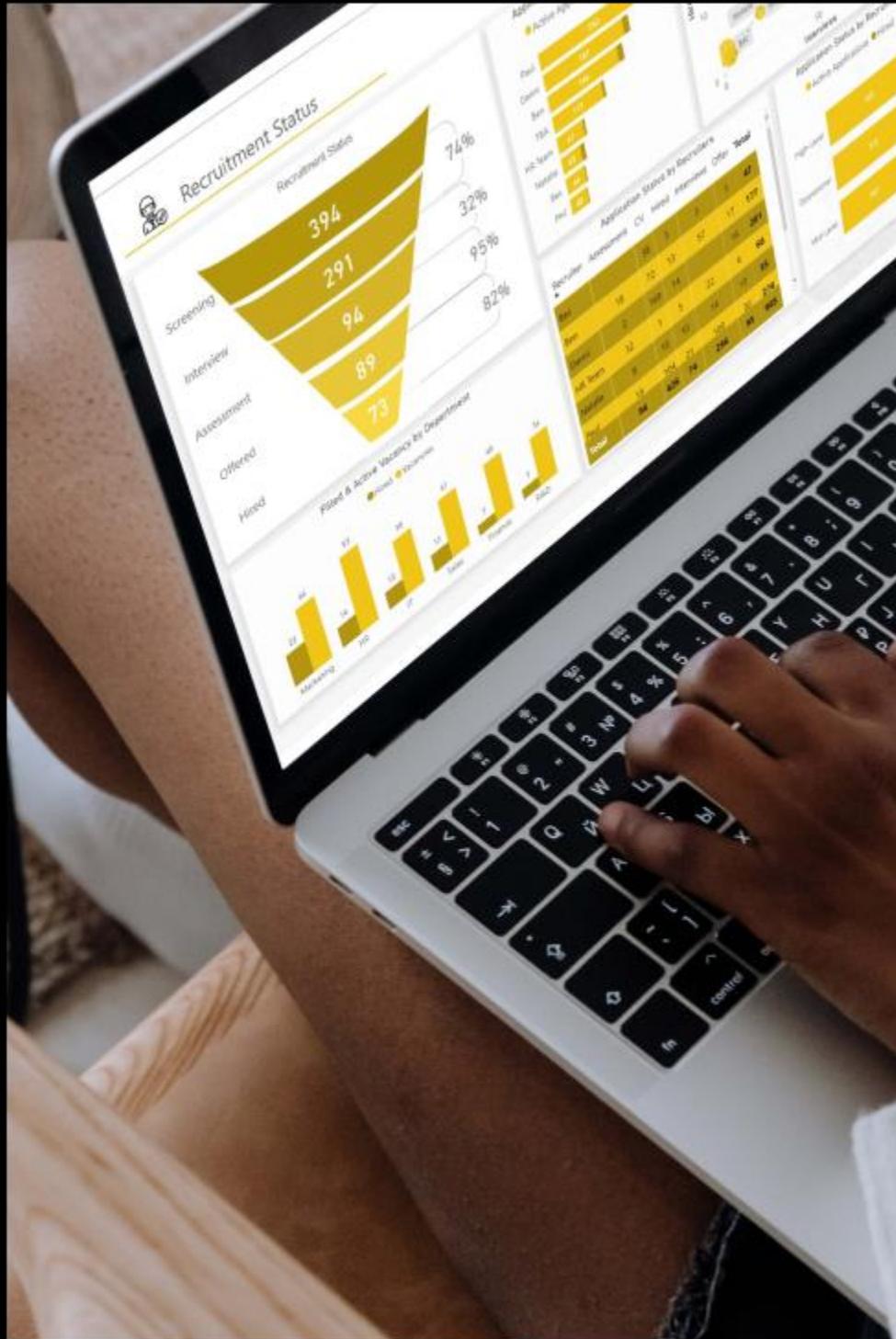
A: Yes. You may do it yourself if you know Power BI, or we can help you with branding and customization.

### **Q: Who can do the customization, e.g., adding new calculations and business logic?**

A: You can do it yourself if you know Power BI / DAX, or we can help you with that. Watch the instruction video.

### **Q: Can we change the visualization/reports?**

A: You can easily make changes to visuals by selecting different chart types, dragging and dropping the visuals in Power BI. The instruction videos are available.

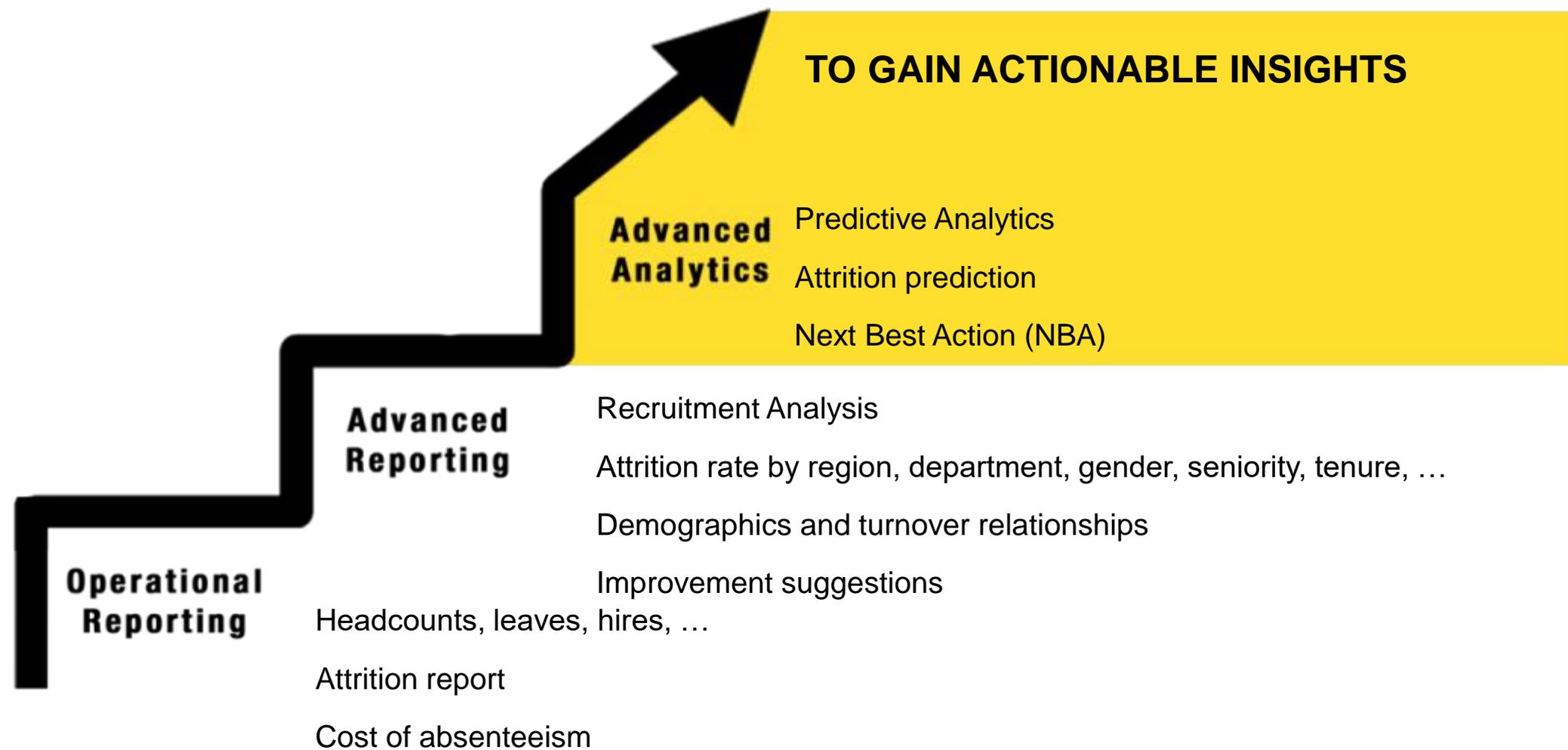


## ADVANCED FEATURES

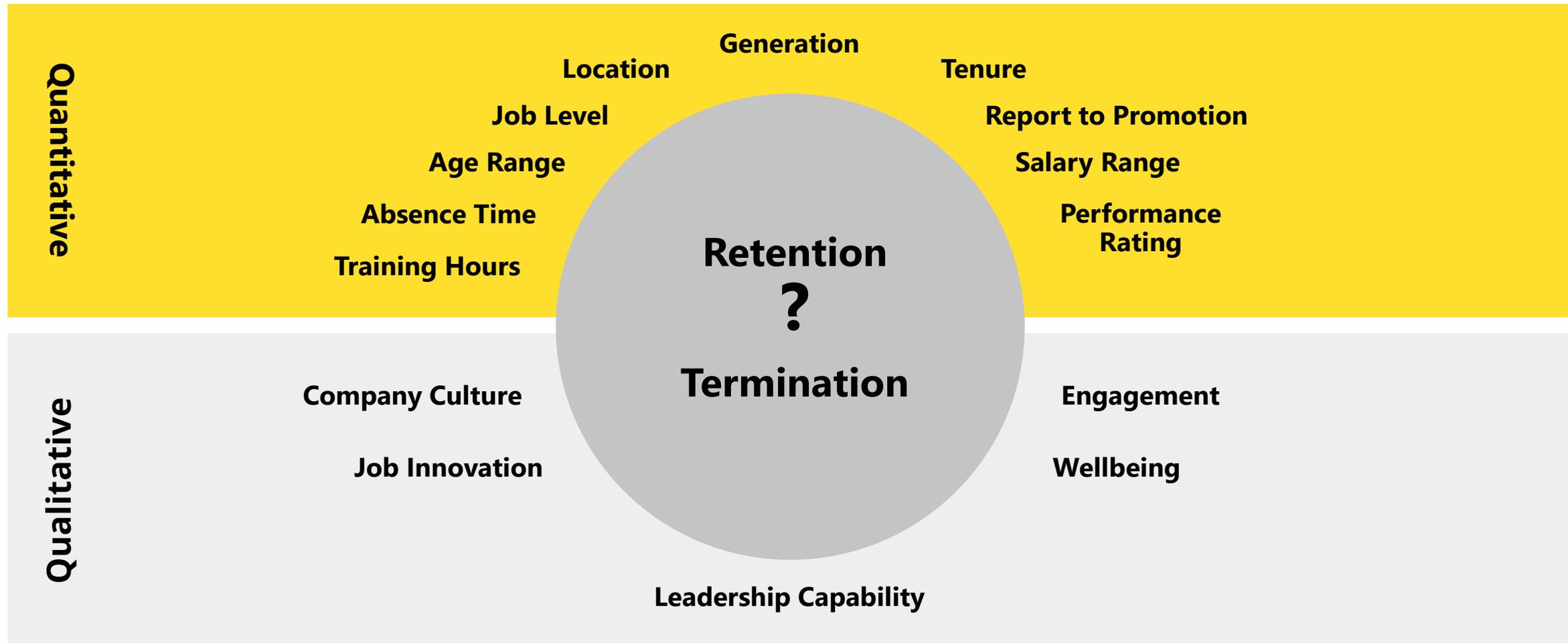
# Agile HR Analytics + AI

# Take Your HR Data Further

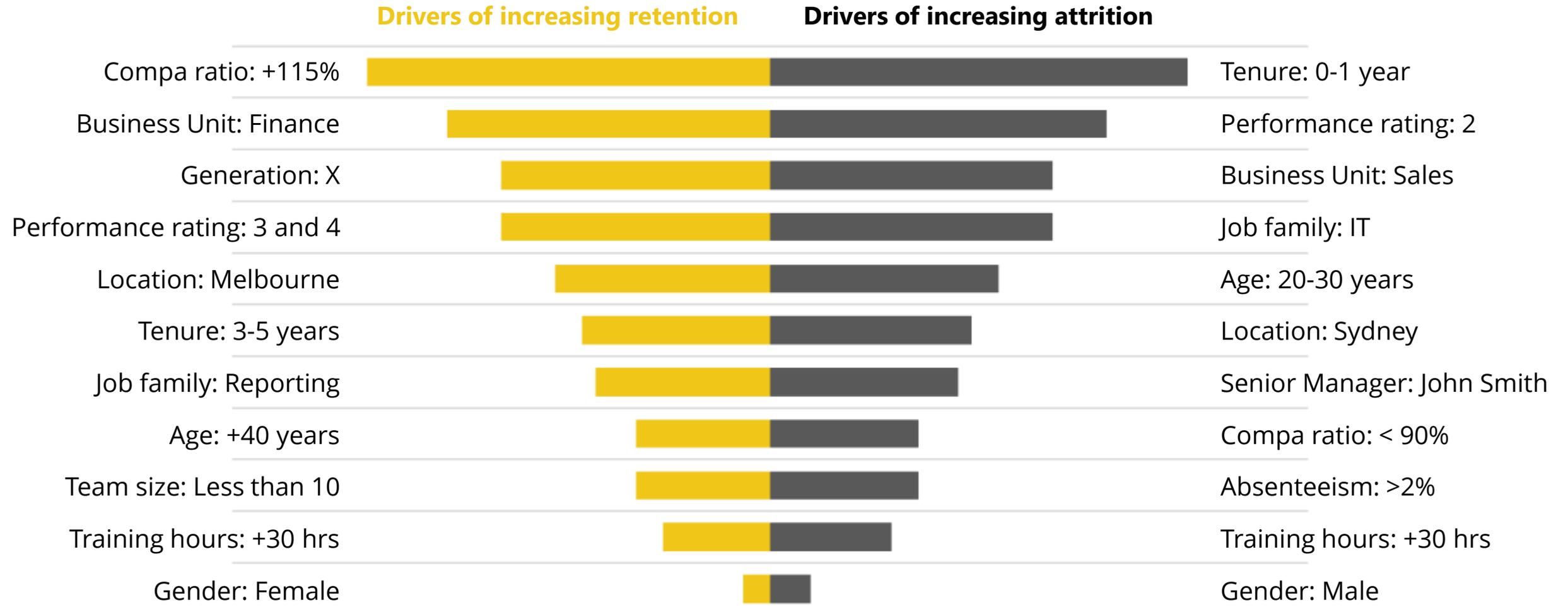
From Operational Reporting to Advanced Analytics



14 **Reveal Reasons for Staff Retention**



# Predict Employee Attrition



# Drill Down with Attrition Risk Profiles

High Risk Employees

Name	Attrition Risk	
Michael Harris	29%	
<b>Julie Barton</b>	<b>28%</b>	
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

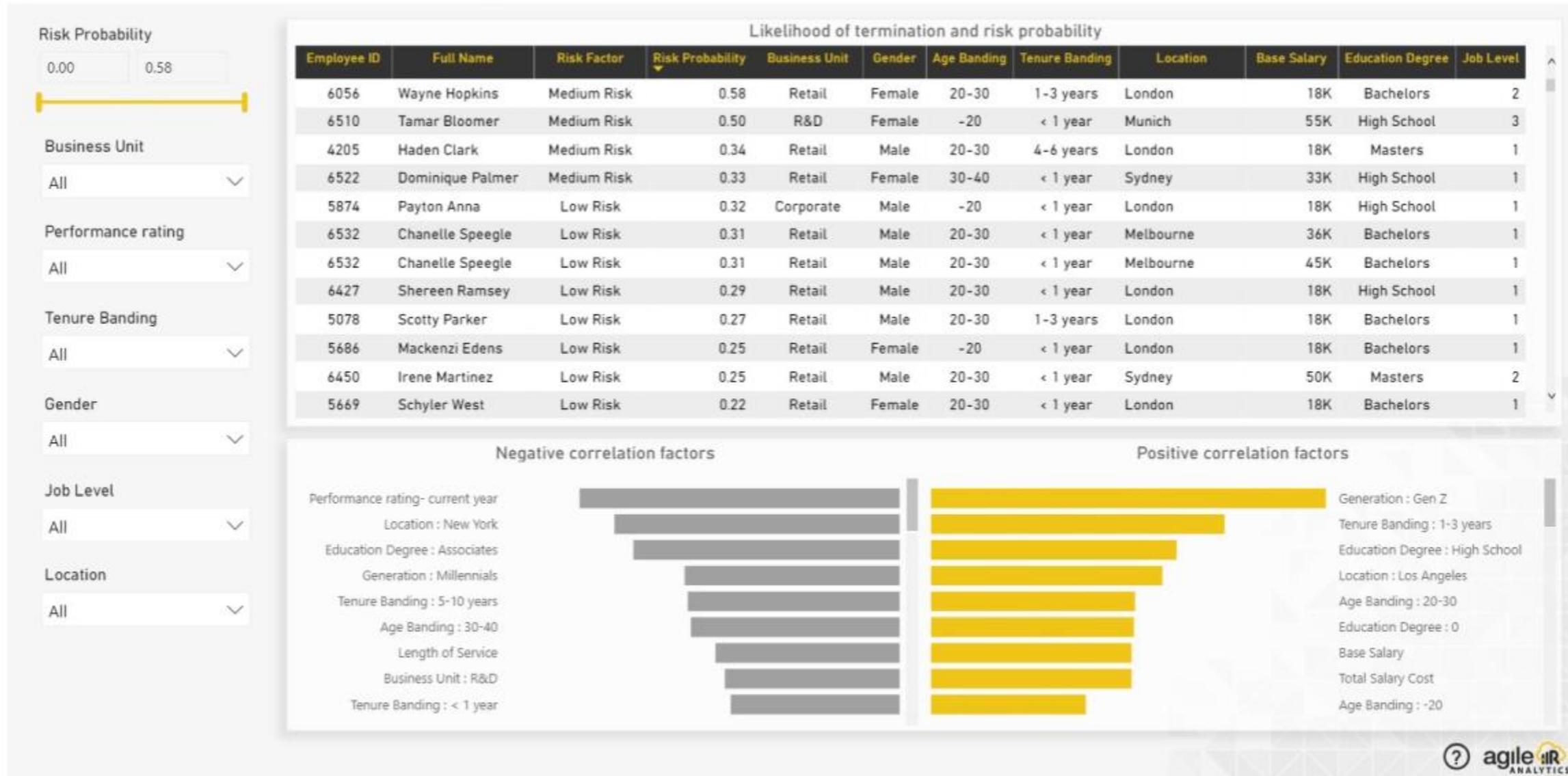
Tenure: 2 years

Age: 29

Location: Sydney

Absenteeism: 2.1%

# Review Attrition Predictions



**Basic**

**Standard**

**Advanced**

- Summary Dashboard
- Diversity
- Employee Profile
- Salary Analysis
- Departments / Business Units
- Historical & Trends
- Performance Analysis
- Employee Profile
- Product Support
- Leave Analysis
- Absenteeism
- Termination Analysis
- Attrition Analysis
- Recruitment Analysis
- New Starters Analysis
- Hiring
- Great Resignation
- 9-Box Performance
- Attrition Prediction
- Diversity Prediction
- AI-enabled features

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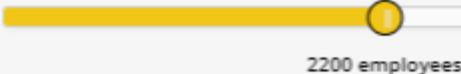
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# Flexible & affordable plans to fit your needs

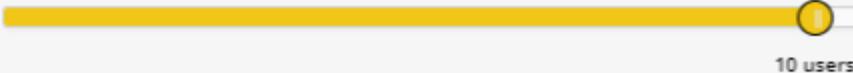
Flexible options are available, you can get our affordable self-service package and do-it-yourself, or we can build and even manage it for you to make your HR more data-driven than ever before!

Monthly  Yearly **(Save 20%)**

### Employee Size



### Number of report users



### Select a plan:

BASIC

STANDARD

ADVANCED

[View Customized Pricing](#)

## WHO ARE WE?



**Data Platform &  
Integration**



**Business  
Intelligence &  
Reporting**



**Advanced  
Analytics & Data  
Science**

**Agile HR Analytics is an end-to-end analytics and reporting solution – built on Microsoft Power BI.**

## Built by Agile Analytics

Agile Analytics is a specialist consulting firm with teams across Australia, New Zealand and the US, and a Microsoft Gold Partner in Data Analytics, Application Integration and Cloud Platform.

With a team of BI experts, data engineers and business SMEs, we consult, design, and deliver tailored data analytics and technology solutions to mid-to-large size organizations across the world.

**Microsoft  
Partner**



Gold Data Analytics  
Gold Application Integration  
Gold Project and Portfolio Management  
Gold Cloud Platform  

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Advanced Specialization  
Analytics on Microsoft Azure



# Get in touch with us.

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