

# Delivering Insights for your Digital Workforce.





WE BUILD

# ACTIONABLE INSIGHTS BY HARNESSING YOUR PEOPLE DATA



Connect your own siloed data with us to create deeper insights



Data Visualisation with Microsoft Power BI



Machine Learning based data clustering and predictive insights



Secure Insights delivered with underlying Microsoft technologies



Insights created by Certified Data Science Professionals

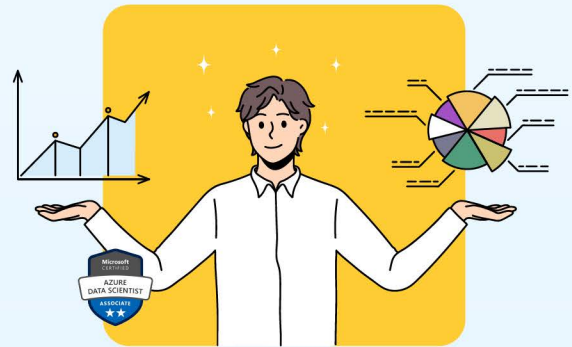


## WHO ARE WE?

MiHCM Analytics offers Workforce, Workplace and Work insights that harness the immense power of your siloed data.

We are equipped with a group of Certified Data Science Experts to build insights on the workforce, workplace, and work.

Your data analytics needs will be served by our independent data science service which we established to deliver great insights and visualisations powered by Microsoft Power BI and Machine Learning.



## WHERE YOUR INSIGHT-DRIVEN JOURNEY BEGINS

### Insights We Offer



#### Power BI Analytics

Powered by Microsoft Power BI, we present analytics that surface and explain the insights you may have otherwise overlooked. Let's dive deep to discover how our Power BI Analytics let you gain the fullest potential of your data with an ability to drill through to granular levels and interpret data at deeper levels.

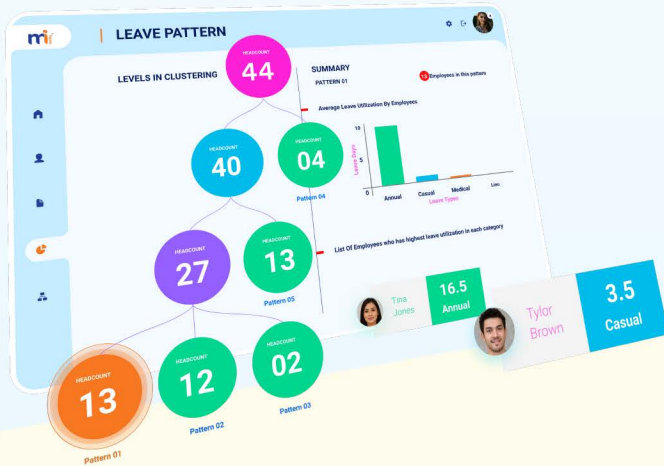
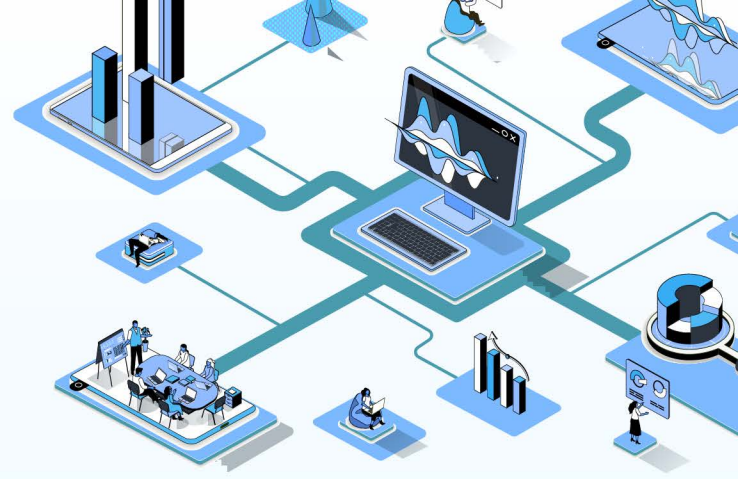


#### Smart Analytics

MiHCM combines Machine Learning techniques to deliver Smart Analytics on Workforce & Talent Data by connecting and sourcing data from historic data points and surfacing insights as coherent stories.

# Smart Analytics to envision the future

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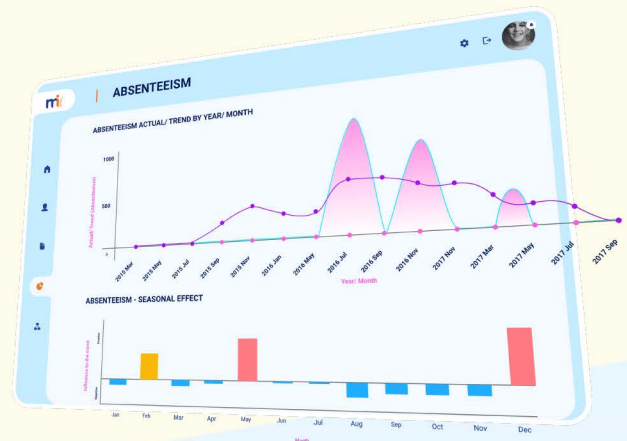


## Visualise Leave Patterns

Leveraging past data on leave types and leave days, we present comprehensible leave utilisation patterns.

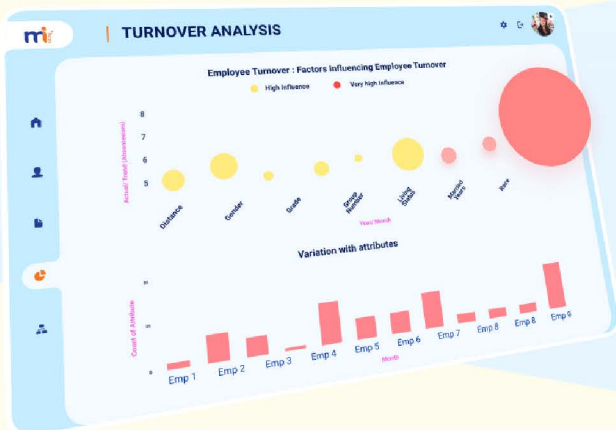
## Never let Absenteeism interrupt your business!

Get your HR and Team Leads to count on the absenteeism analytics of MiHCM to envisage Trends in absenteeism and absenteeism predictions.



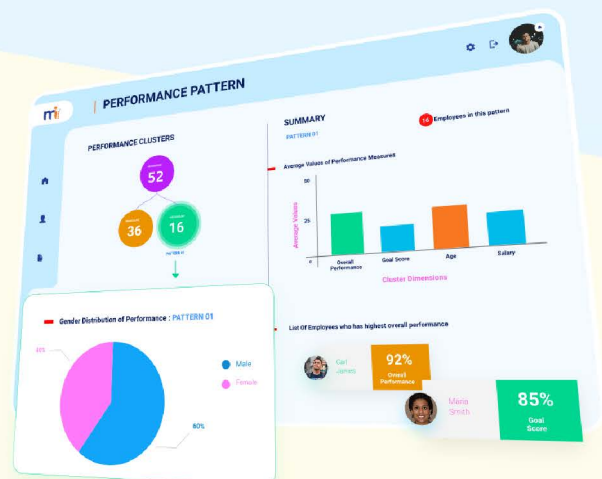
## Employee Turnover is no longer your business fall over

Have invaluable insights in hand to analyse employee turnover in your business. MiHCM delivers turnover trends & predictions, and attributes influencing employee turnover.



## Now enjoy the power to PREDICT your Workforce Performance

Let's predict the performance of your workforce during the upcoming cycle, while visualising performance based on demographics and firmographics.



**70%**  
Overall Productivity Percentage

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## Workforce Productivity



# HR Operational Analytics

## HR Operational Analytics

Get a complete view of your people based on their attendance, leave, work hours, working location and work categories.

## Workforce Demographics

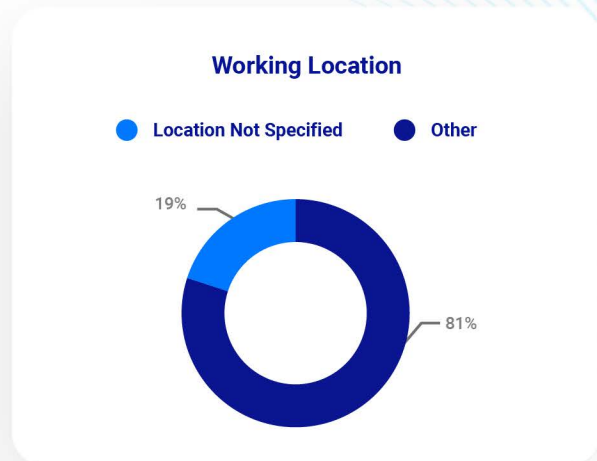
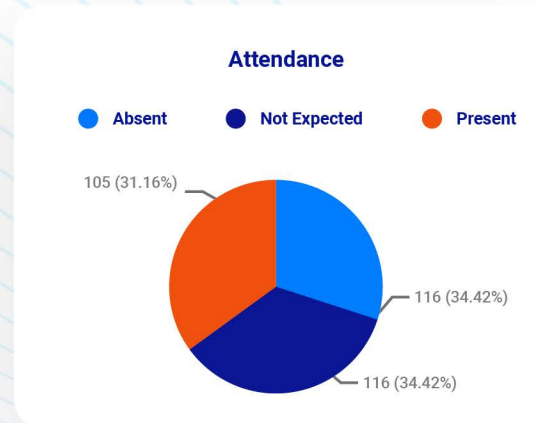
A dashboard view of workforce ageing, tenure, and other employee demographics.

## Support your employees on HR requests

Reach HR analytics will outline the types of HR service requests escalated to the HR team by employees along with the status of each request.

## The Retirement Funnel

We furnish a narrative explanation on which employees are approaching their retirement.



# Unlock workforce productivity with Work Analytics

## Are your people spending their time at work meaningfully?

Look through work hours and timesheet analytics to check how your people's time has been spent across various work categories.

## Unlock workforce productivity!

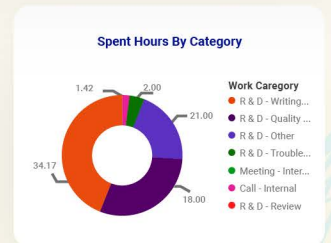
We help you evaluate productivity based on subsidiary, gender, and job category.

## Looking for ways to minimize Overtime Cost?

Analyse overtime hours based on age groups, seniority levels, generations, and job categories.



**70%**  
Overall Productivity Percentage



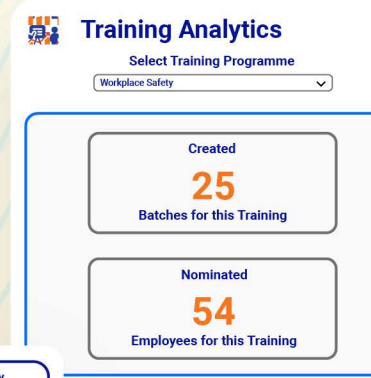
# Meaningful Training Insights

## Essentials to know about Employee Training

Project training trends in your organisation, and visualize training fulfillment.

## We help you assess your Training Cost

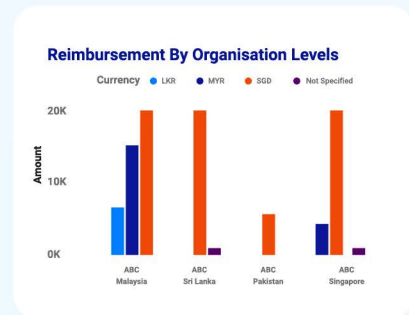
Precise and comprehensive training cost analytics will let you understand the training budget utilisation.



## Analyse your payroll cost to a more granular level

### Better visibility and analysis of claims

A dashboard view of reimbursement claims, and travel claims along with comprehensive dashboards on the payroll and its cost components which even supports increment planning.



## Meticulous Attendance Analytics

### A Quick, yet an Accurate Employee Overview

A clear analysis of people's work hours, absenteeism and leave utilisation is presented in a dashboard powered by Microsoft Power BI.



## It's never too late to analyse Recruitment with Data

### Make Recruitment fast and efficient with data

Make faster recruitments by shortening your process with the help of our recruitment insights: average time taken to hire and applicants to hire ratio.



## Insights for a Performance driven culture

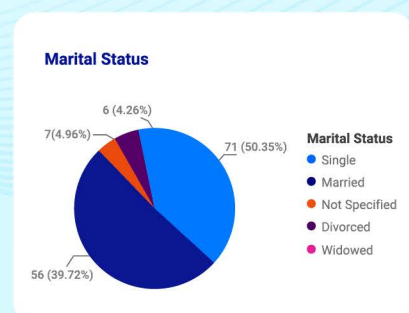
### A next-level analysis of Employee Performance

A careful analysis of goals, competencies and any performance dimension helps you understand the performance of your people on one single dashboard.

## Diversity and Inclusion underpinned by Data

### Create an inclusive culture with Diversity Reporting

A broad level of demographic analysis to know your headcount split based on gender, marital status, age, qualifications, generation and other demographics.



# Get in touch

Swing by the MiHCM Analytics Team to learn more



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