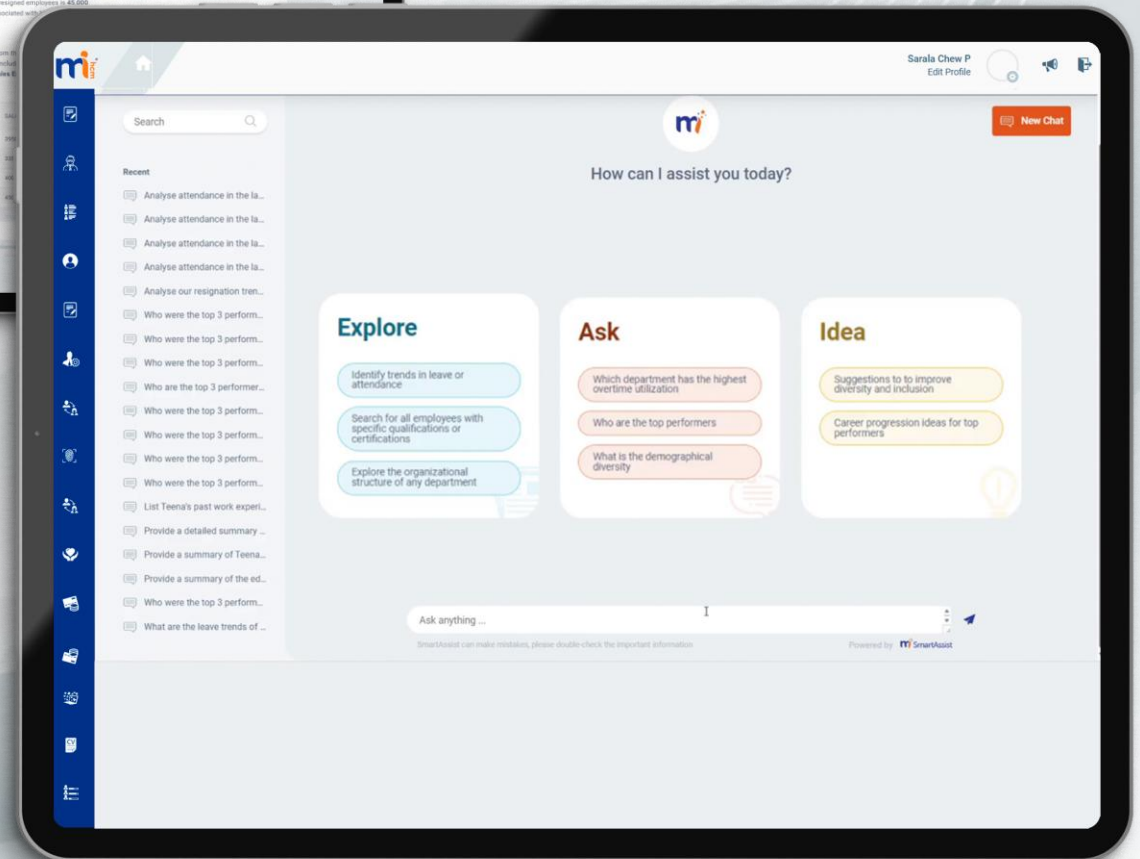
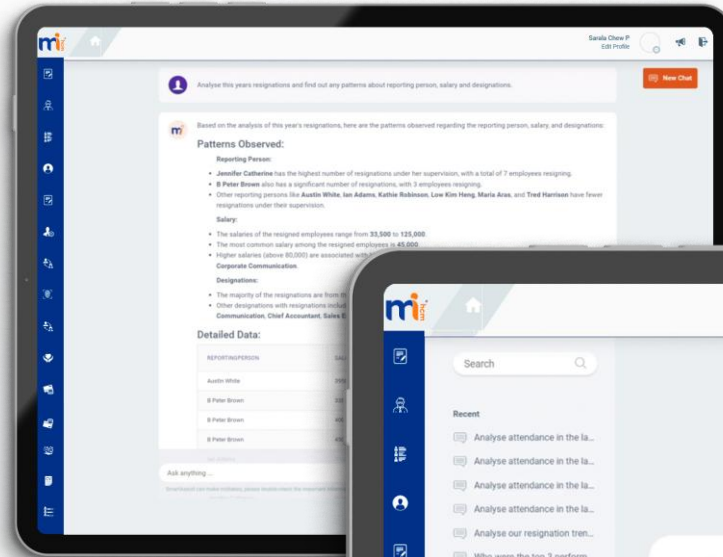


# MiHCM SmartAssist for Insights

Generate custom analytics and insights with natural language prompts



# Key problems that SmartAssist for Insights solves

## Data Overload:

Easily manage and analyse vast amounts of HR data with powerful insights and natural language queries.

## Lack of Actionable Insights:

Transform raw HR data into actionable insights for better decision-making and strategic planning.

## Inefficient Reporting:

Generate custom reports instantly, saving time and improving the accuracy of HR analytics.

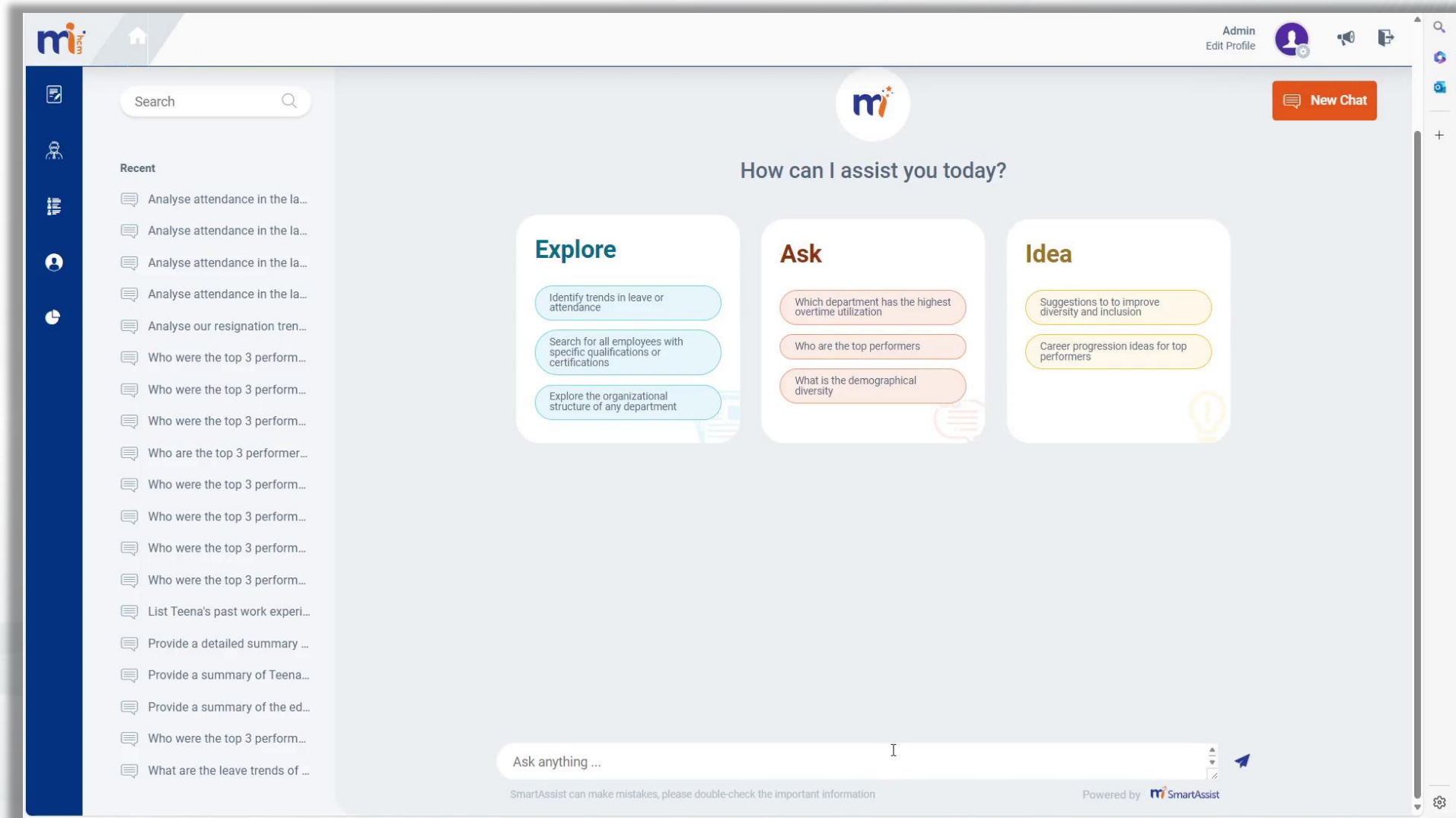
## Limited Employee Understanding:

Gain a comprehensive understanding of employee performance, attendance, and demographics to drive growth.

## Difficulty in Identifying Trends:

Identify patterns and trends in HR data to proactively address issues and optimise workforce management.

# Intuitive interface for easy navigation



# Instantly get an answer to any HR question

The screenshot displays the mi hcm chat interface. At the top, there is a search bar and a navigation menu on the left. The main chat area shows a user asking, "Who were the top 3 performers last year?". The system response includes a table of the top performers and a summary of their scores.

Who were the top 3 performers last year?

The top 3 performers last year based on their final scores are as follows:

NUMBER	FULLNAME	FINALSORE
ART3	Neena Myers	92.0
ART4	Low Kim Heng	85.0
ART28	Ashley Nikki Gartner.	78.0

**Summary:**

- **Neena Myers** achieved the highest score with an impressive **92.0**.
- **Low Kim Heng** followed with a commendable score of **85.0**.
- **Ashley Nikki Gartner** secured the third position with a score of **78.0**.

These individuals have demonstrated exceptional performance and dedication over the past year.

Show less...

What is the effect of [ ]

SmartAssist can make mistakes, please double-check the important information

Powered by SmartAssist

# Ask follow-up questions, while maintaining conversation context

Who were the top 3 performers last year?

The top 3 performers last year based on their final scores are as follows:

NUMBER	FULLNAME	FINALSORE
ART3	Neena Myers	92.0
ART4	Low Kim Heng	85.0
ART28	Ashley Nikki Gartner	78.0

**Summary:**

- **Neena Myers** achieved the highest score with an impressive **92.0**.
- **Low Kim Heng** followed with a commendable score of **85.0**.
- **Ashley Nikki Gartner** secured the third position with a score of **78.0**.

These individuals have demonstrated exceptional performance and dedication over the past year.

Show less...

What is the effect of giving them a 10% increase in salary?

The effect of giving a 10% increase in salary to the employees listed in the dataset is summarized below. The table shows the original salary, the amount of the increase, and the new salary after the increase.

NUMBER	FULLNAME	FINALSORE	SALARY	INCREASEDSALARY	NEWSALARY
ART3	Neena Myers	92.0	25000.0	2500.0	27500.0
ART4	Low Kim Heng	85.0	1000.0	100.0	1100.0
ART28	Ashley Nikki Gartner	78.0	60000.0	6000.0	66000.0

**Summary:**

- **Neena Myers**: With a final score of 92.0, her salary increases from 25,000 to 27,500.
- **Low Kim Heng**: With a final score of 85.0, his salary increases from 1,000 to 1,100.
- **Ashley Nikki Gartner**: With a final score of 78.0, her salary increases from 60,000 to 66,000.

**Insight:**

The 10% salary increase results in a significant boost for each employee, reflecting their performance scores. This increase not only rewards their hard work but also serves as a motivation for continued excellence.

Show less...

# Uncover hidden patterns and trends

The screenshot shows a chat interface with a search bar and a list of recent queries on the left. The main chat area contains a user query and an AI response. The AI response includes a summary of patterns observed regarding reporting persons, salaries, and designations, followed by a table of detailed data.

Search

Recent

- Analyse this years resignatio...
- What is the Job category div...
- who are the top 3 performer...
- who are the top three perfor...
- Who were the 3 top perform...
- Who were the top 3 perform...
- Provide a summary of the ed...
- Provide a summary of the ed...
- Provide a detailed analysis o...
- Provide an analysis of the di...
- Analyse attendance in the la...
- Analyse attendance in the la...
- Analyse attendance in the la...
- Analyse attendance in the la...
- Analyse attendance in the la...
- Analyse our resignation tren...
- Who were the top 3 perform...
- Who were the top 3 perform...
- Who were the top 3 perform...
- Who are the top 3 performer...
- Who were the top 3 perform...
- Who were the top 3 perform...
- Who were the top 3 perform...

Admin Edit Profile

New Chat

Analyse this years resignations and find out any patterns about reporting person, salary and designations.

Based on the analysis of this year's resignations, here are the patterns observed regarding the reporting person, salary, and designations:

### Patterns Observed:

**Reporting Person:**

- Jennifer Catherine has the highest number of resignations under her supervision, with a total of 7 employees resigning.
- B Peter Brown also has a significant number of resignations, with 3 employees resigning.
- Other reporting persons like **Austin White, Ian Adams, Kathie Robinson, Low Kim Heng, Maria Aras, and Tred Harrison** have fewer resignations under their supervision.

**Salary:**

- The salaries of the resigned employees range from **33,500 to 125,000**.
- The most common salary among the resigned employees is **45,000**.
- Higher salaries (above 80,000) are associated with higher-level positions such as **Manager Software Development** and **Manager - Corporate Communication**.

**Designations:**

- The majority of the resignations are from the **Business Development Executive** position.
- Other designations with resignations include **Accountant, Executive, Manager Software Development, Manager - Corporate Communication, Chief Accountant, Sales Executive, and Act. Br. Manager**.

### Detailed Data:

REPORTINGPERSON	SALARY	DESIGNATION
Austin White	39500.0	Business Dev. Executive
B Peter Brown	33500.0	Business Dev. Executive
B Peter Brown	40000.0	Accountant
B Peter Brown	45000.0	Business Dev. Executive
Ian Adams	39500.0	Business Dev. Executive

Ask anything ...

SmartAssist can make mistakes, please double-check the important information  
Jennifer Catherine 39500.0 Business Dev. Executive

Powered by SmartAssist

# Generate new content by incorporating your HR data

The screenshot displays the mi hcm AI assistant interface. At the top, there's a search bar and a 'New Chat' button. The main content area shows a user query: 'Provide a career progression plan for the best performer.' The assistant's response includes a detailed career progression plan for Neena Myers, covering current performance, compensation, and development goals.

**Recent**

- Who were the top 3 perform...
- Who were the top 3 perform...
- Who are our managers?
- Identify any patterns or tren...
- Who were the top 3 perform...
- Analyse this years resignatio...
- What is the Job category div...
- who are the top 3 performer...
- who are the top three perfor...
- Who were the 3 top perform...
- Who were the top 3 perform...
- Provide a summary of the ed...
- Provide a summary of the ed...
- Provide a detailed analysis o...
- Provide an analysis of the di...
- Analyse attendance in the la...
- Analyse attendance in the la...
- Analyse attendance in the la...
- Analyse attendance in the la...

Provide a career progression plan for the best performer.

To create a career progression plan for the best performer, we need to identify the employee with the highest final score from the dataset. Based on the provided dataset, Neena Myers is the best performer with a final score of 92.0. Below is a detailed career progression plan for Neena Myers:

### Career Progression Plan for Neena Myers

#### Current Performance and Compensation

- **Employee Number:** ART3
- **Full Name:** Neena Myers
- **Final Score:** 92.0
- **Current Salary:** \$25,000.00
- **Increased Salary:** \$2,500.00
- **New Salary:** \$27,500.00

#### Career Development Goals

##### Short-term Goals (6-12 months):

- **Skill Enhancement:** Enroll in advanced training programs related to her current role to further enhance her skills.
- **Project Leadership:** Assign Neena to lead a small team or project to develop her leadership and project management skills.
- **Mentorship:** Pair Neena with a senior mentor to guide her through career development and provide feedback on her performance.

##### Mid-term Goals (1-3 years):

- **Advanced Certifications:** Encourage Neena to obtain relevant certifications that can add value to her role and the organization.
- **Cross-functional Experience:** Provide opportunities for Neena to work in different departments to gain a broader understanding of the organization.

Ask anything ...

SmartAssist can make mistakes, please double-check the important information

Powered by SmartAssist

# Thank you!

