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PwC People Analytics | *Building quick and effective HR Dashboards that matter*

Building quick and effective HR Dashboards that matter

Challenge

Solution

Results

Building quick and effective HR Dashboards that matter | *Challenge*

A significant challenge for many HR teams is providing timely, accurate, and meaningful metrics/KPI/strategic reporting to key stakeholders. Complexity often stems from:

1. Manual processing to,
2. Data managed in offline spreadsheets to,
3. Lack of focus on metrics that matter to,
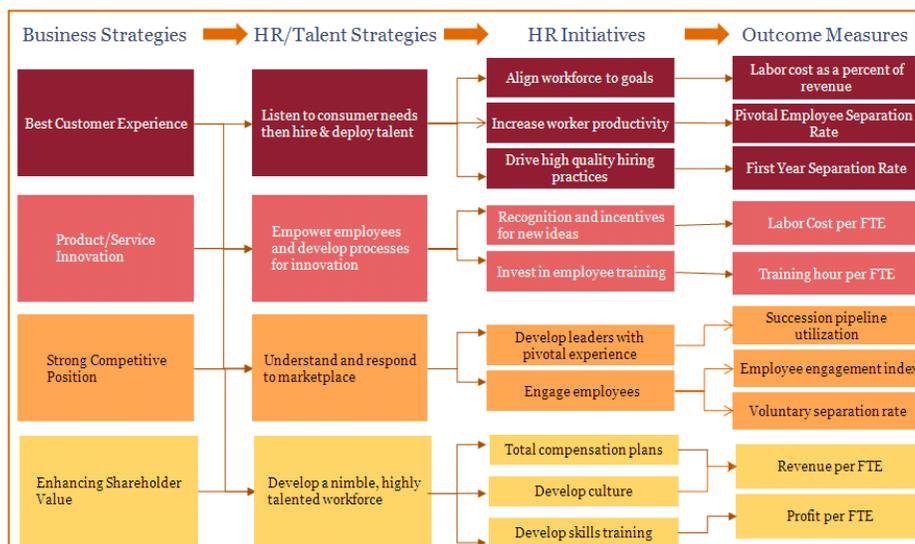4. Inconsistent and disparate ways of looking at the same data.

In addition, HR teams are often faced with "ASAP" information requests from the key stakeholders, requiring manually intensive efforts to run reports from the different source systems (HR, Payroll, Talent systems and "offline" spreadsheets). These "ASAP" information requests span the entire employee life cycle and include the need for:

• Workforce demographic and Headcount dashboards

• Talent dashboards and scorecards

• Executive Compensation dashboards

Solution

PwC's Dashboard services provides HR teams and their key stakeholders with a comprehensive, reliable, and secure solution to address the above challenges and dashboard requirements. We start with reports/metrics/KPI's that matter enabled by a tool that provides an array of functionality, from valuable summary reporting at the company, department, and country level, with simple click/touch drill down ability to get to the individual employee level "fact sheet". Our focus is on:

• *Content*: We start with the Business and HR/Talent strategies and map them to metrics and measures that matter. We compare the metrics to best in class & industry leading indicators and benchmarks using our Saratoga database of 250+ metrics. ***An example of a metric map is illustrated below:***

Business Strategies	HR/Talent Strategies	HR Initiatives	Outcome Measures
Best Customer Experience	Listen to consumer needs then hire & deploy talent	Align workforce to goals	Labor cost as a percent of revenue
		Increase worker productivity	Pivotal Employee Separation Rate
		Drive high quality hiring practices	First Year Separation Rate
Product/Service Innovation	Empower employees and develop processes for innovation	Recognition and incentives for new ideas	Labor Cost per FTE
		Invest in employee training	Training hour per FTE
Strong Competitive Position	Understand and respond to marketplace	Develop leaders with pivotal experience	Succession pipeline utilization
		Engage employees	Employee engagement index
			Voluntary separation rate
Enhancing Shareholder Value	Develop a nimble, highly talented workforce	Total compensation plans	Revenue per FTE
		Develop culture	Profit per FTE
		Develop skills training	

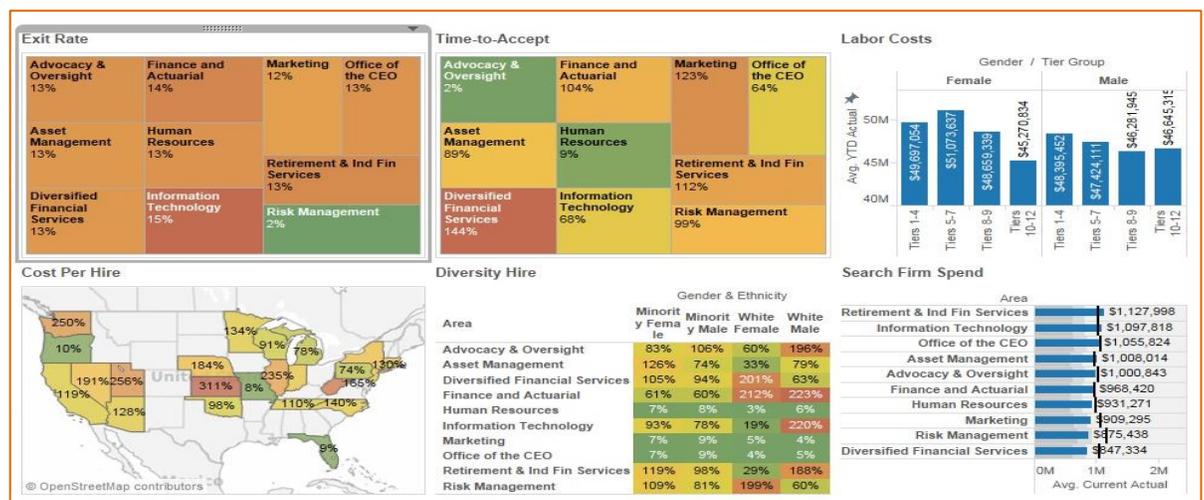# Building quick and effective HR Dashboards that matter | *Solution*

- *Industry Leading Software and Subject Matter Experts:* We utilize highly regarded transformation and data visualization tools. Our solutions can be accessed from tablets and designed to use touch based interfaces that are intuitive and easy to use in a timely manner, which vastly increases acceptance by senior executives and board members.

Some illustrative examples are as follows

Example 1 – Workforce Dashboard enabling the headcount landscape sliced and diced by dimensions like Tenure, Gender and Minority/Non-Minority groups
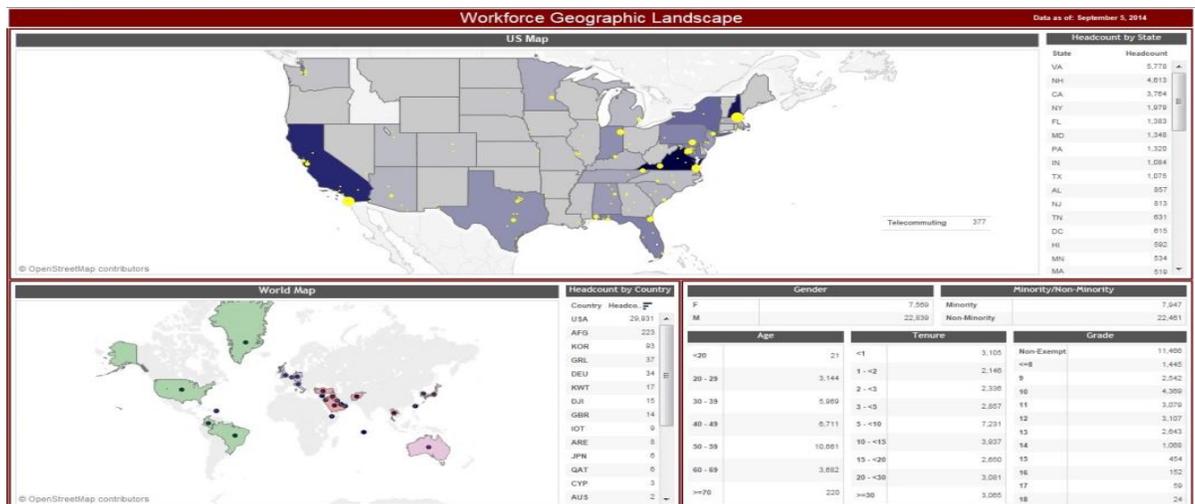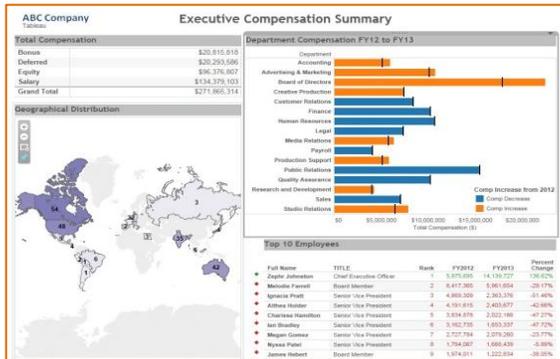

Example 2 – Talent Dashboard (e.g. Talent Acquisition metrics)

Building quick and effective HR Dashboards that matter | *Results*

Example 3 – Executive Compensation Dashboard – showing summary and employee drill down

Results

1. Comprehensive workforce information available through an intuitive, highly visual interface that can be accessed by a secure group of users from any modern device.

2. Significant reduction in ad-hoc requests to HR teams as key stakeholders utilize the platform and become more self-sufficient.

3. A platform that can evolve over time to include forecasting analysis and workflow management.

Contacts

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