Qlik Q®

10 Stories of Success:

Optimizing HR Management with Modern Analytics

More visibility. Deeper insight. Smarter moves.

There's no playbook for what HR departments are facing today. The past few years have been transformative for HR professionals – from managing pandemic-related workforce situations to addressing social justice issues through diversity, equity, and inclusion initiatives. Never before has there been so much focus on the HR function.

Regardless of changing business priorities, you have to stay on top of what's affecting your employee engagement – recruitment, voluntary attrition, compensation management, and more – to avoid the higher operating costs and lost productivity affecting many organizations. You need real-time visibility into your workforce. You also need an easy way to spot potential problems sooner and drive actions that manage risks, to keep employees healthy, engaged, and productive. Qlik® empowers HR by giving you the predictive insights you need for combining, analyzing, and leveraging all your HR data.

HR teams around the world use Qlik for in-the-moment insights that help them make better people decisions and do their part to drive their business forward.

HR executives, management, and staff use Qlik every day to:

IMPROVE RECRUITMENT with automated tracking and reporting

IDENTIFY ORGANIZATIONAL CHALLENGES using machine learning and predictive analytics

INCREASE RETENTION by monitoring employee engagement and satisfaction

ENABLE TIMELY DECISION-MAKING especially amid current market uncertainties

ENHANCE WORKFORCE MANAGEMENT through automation and actionable insights

CREATE A DATA-DRIVEN CULTURE with real-time access to trusted, business-ready data

In the following pages, you'll learn about 10 organizations using Qlik to maximize the value of their most important asset – their people – while increasing revenues, profitability, and employee engagement.

Expanded
secure access to data

Increased
data validity

Improved
decision-making

SEPHORA

The strong international growth of Sephora over the last decade made it necessary for this global beauty brand to combine its HR practices. As part of this shift, they wanted a unique technology to help them better manage and utilize their HR data and make stronger decisions, with data that's always current, regardless of location.

Qlik helped Sephora revolutionize their global HR strategy. They are now able to:

- Manage local employee needs, jobs, and recruitment with a company-wide system

- Utilize a single resource for all HR data

- Provide in-the-moment access to insights, available on all devices – including mobile

"**It was imperative to provide our managers with a solution that is easily accessible via mobile applications to provide them with information in real time."**

Thomas Morabito, Global VP HRIS

HARVARD UNIVERSITY

Harvard University was looking to measure the effectiveness of its $2.2 billion investment in people and related programs by analyzing workforce demographics, aging of the workforce, turnover costs, and new hire failure rates. They needed accurate, timely information to support their decision-making – and provide context on their current state and future direction.

Harvard University uses multiple Qlik-powered HR applications to:

- Measure the effectiveness of its multi-billion dollar investment in people

- Maximize the value of its HR systems

- Explore HR measures across multiple interactive dashboards, including demographics, mobility, benefits and compensation, staffing, retention, and more
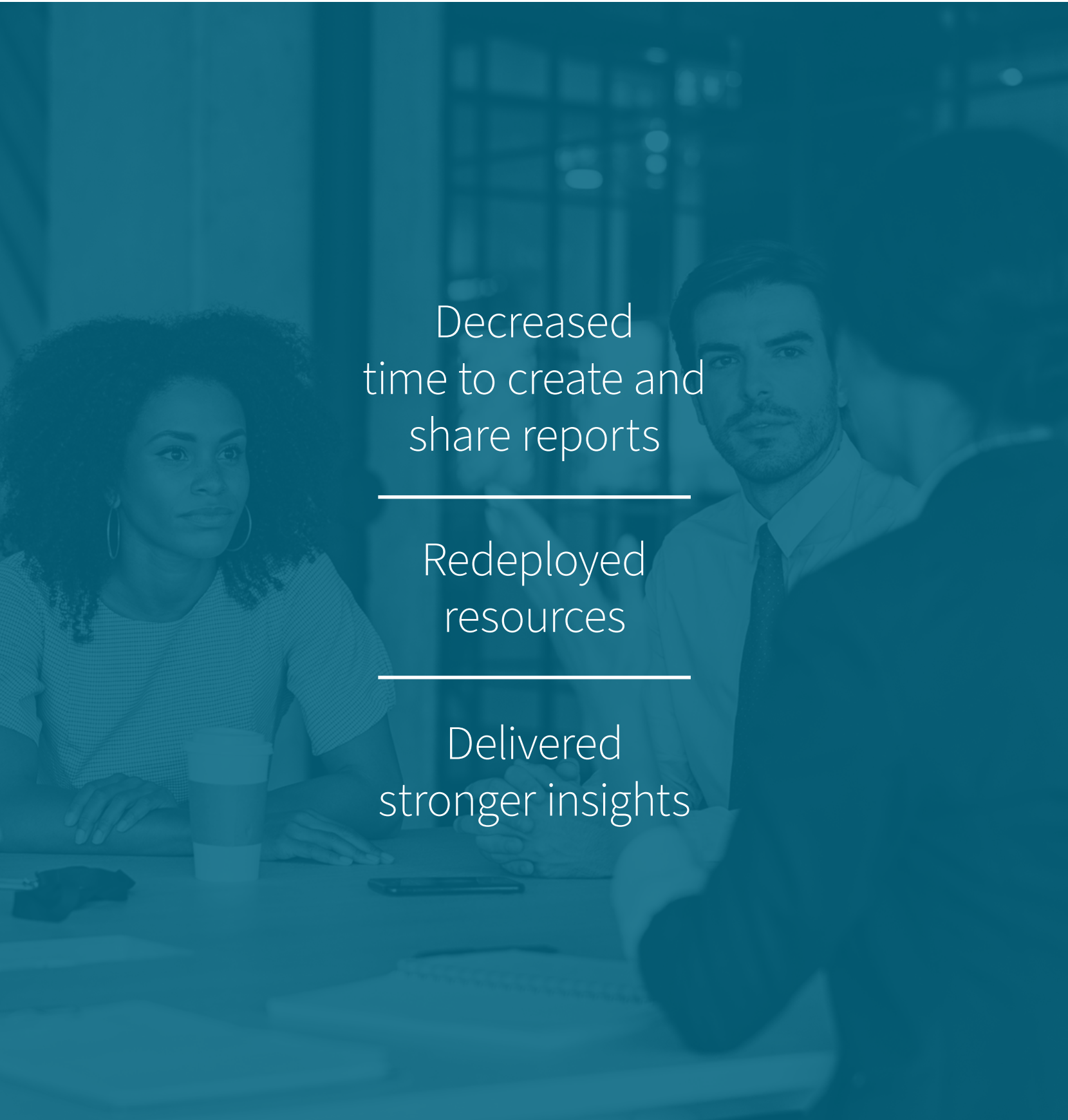
Increased collaboration
across multiple teams

Provided 2,000+ users
relevant data

Strengthened usability
of millions of data points

"**The associative model of Qlik really solves a lot of problems. It's not just on the front end that all the magic happens. It's really on the back end. It's a data extraction, modeling, and presentation tool that also reveals information that supports thinking the way that your brain works.**"

Ana Bard, Associate Director, HR Analytics and Reporting

**Decreased
time to create and
share reports**

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**Redeployed
resources**

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**Delivered
stronger insights**

JOHN SWIRE & SONS

This global trade and development company wanted more effective ways to manage their vast amounts of HR-related data. Without a common platform or tools that allowed managers to get the information they needed quickly and easily, building and sharing reports across the organization took much longer than anticipated.

Qlik enabled John Swire & Sons to:

- Build a single, unified, interactive dashboard for HR and talent management

- Develop an easy-to-use employee data platform

- Increase their self-service options, accelerating time to insights

"

The associative model of Qlik and code-free data modelling are the features I love most."

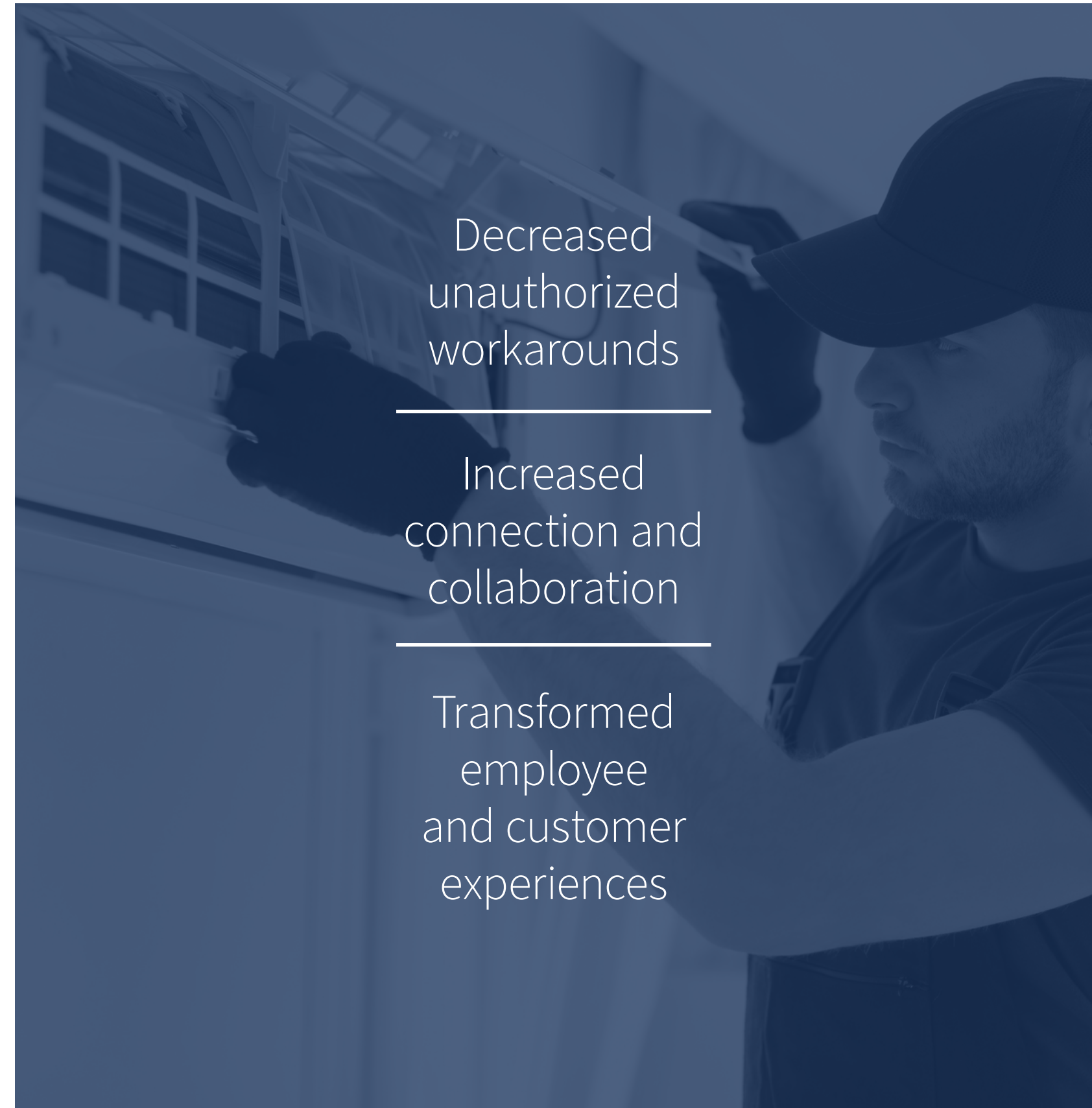**Carlo Chui,** Data and Analytics Manager

LENNOX INTERNATIONAL

This large, diverse heating and cooling manufacturer needed to better meet the needs of customers and employees, which were evolving faster than their existing BI program could keep up with. It was time to replace their static reporting with a tool that provided real time-information and dynamic BI.

Their user-friendly Qlik HR solution allows them to:

- Provide faster, better data access and actionable insights

- Empower users to make stronger decisions, faster

"**We started to see positive changes immediately, and the pace of that change accelerated quickly … it was evident early on that we were succeeding in getting our users active and engaged.**"
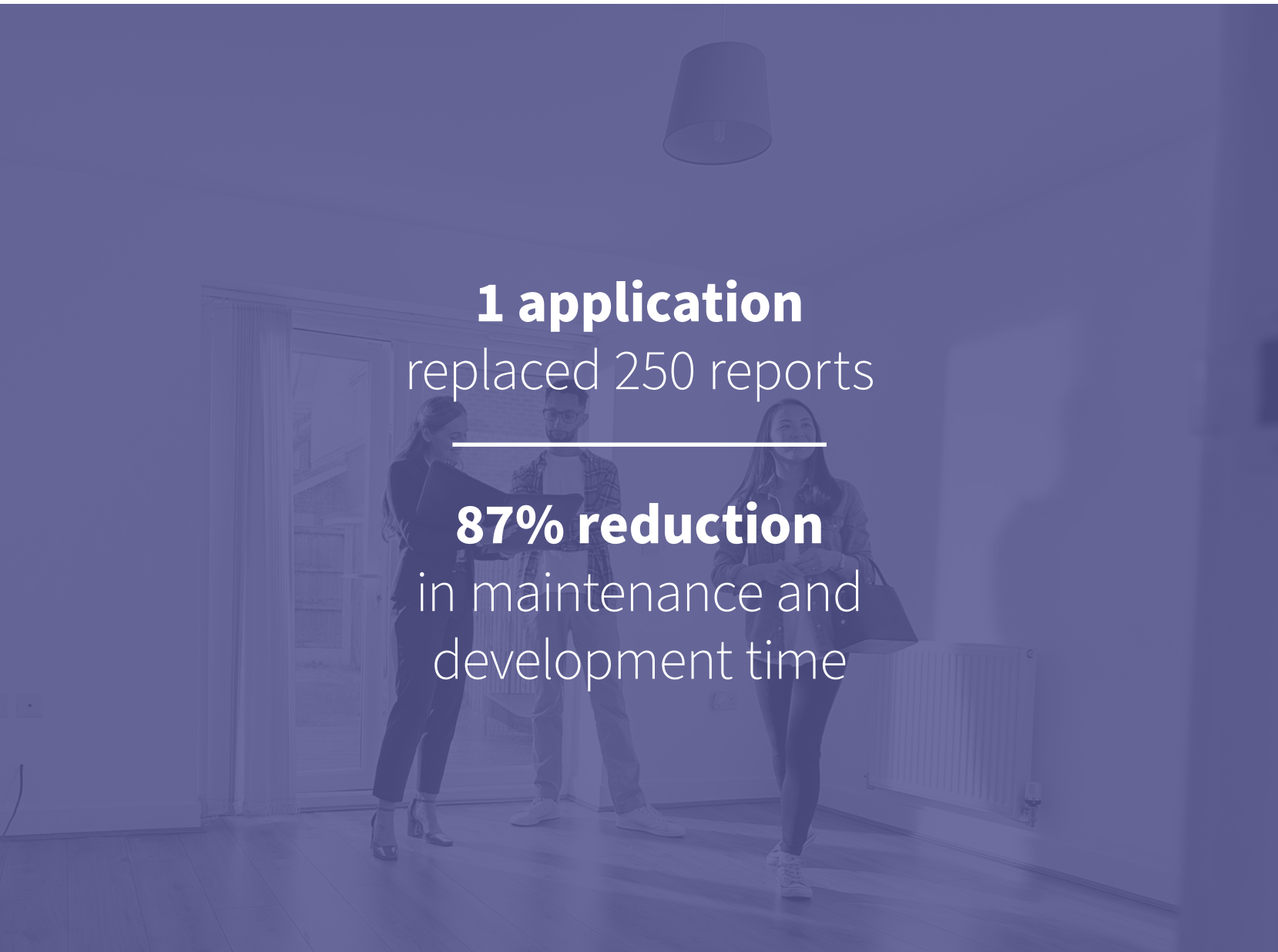
Bill Trotter, Sr. IT Manager

Decreased unauthorized workarounds

Increased connection and collaboration

Transformed employee and customer experiences

1 application
replaced 250 reports

87% reduction
in maintenance and
development time

"**Qlik has transformed our HR reporting process with its instant-analysis and data-browsing capabilities.**"

Frédéric Vinot, Head of Business Intelligence and Infocentres

Groupe SNI decided it was time to improve their entire HR management system. They were using several software packages across HR and couldn't get an overall, consolidated view of all their data. They also wanted to replace numerous static reports with dynamic evaluations to meet their staff's increasingly complex requirements.

Deploying Qlik to its HR staff empowered France's leading tenancy management firm to:

- Maximize processes for staff budgeting with analyses by company, site, agency, and more

- Enjoy greater flexibility and business agility than provided by static dashboards in previous payroll system

- Give users dynamic self-service business intelligence

- Provide appropriate access to the data relevant to an individual's role

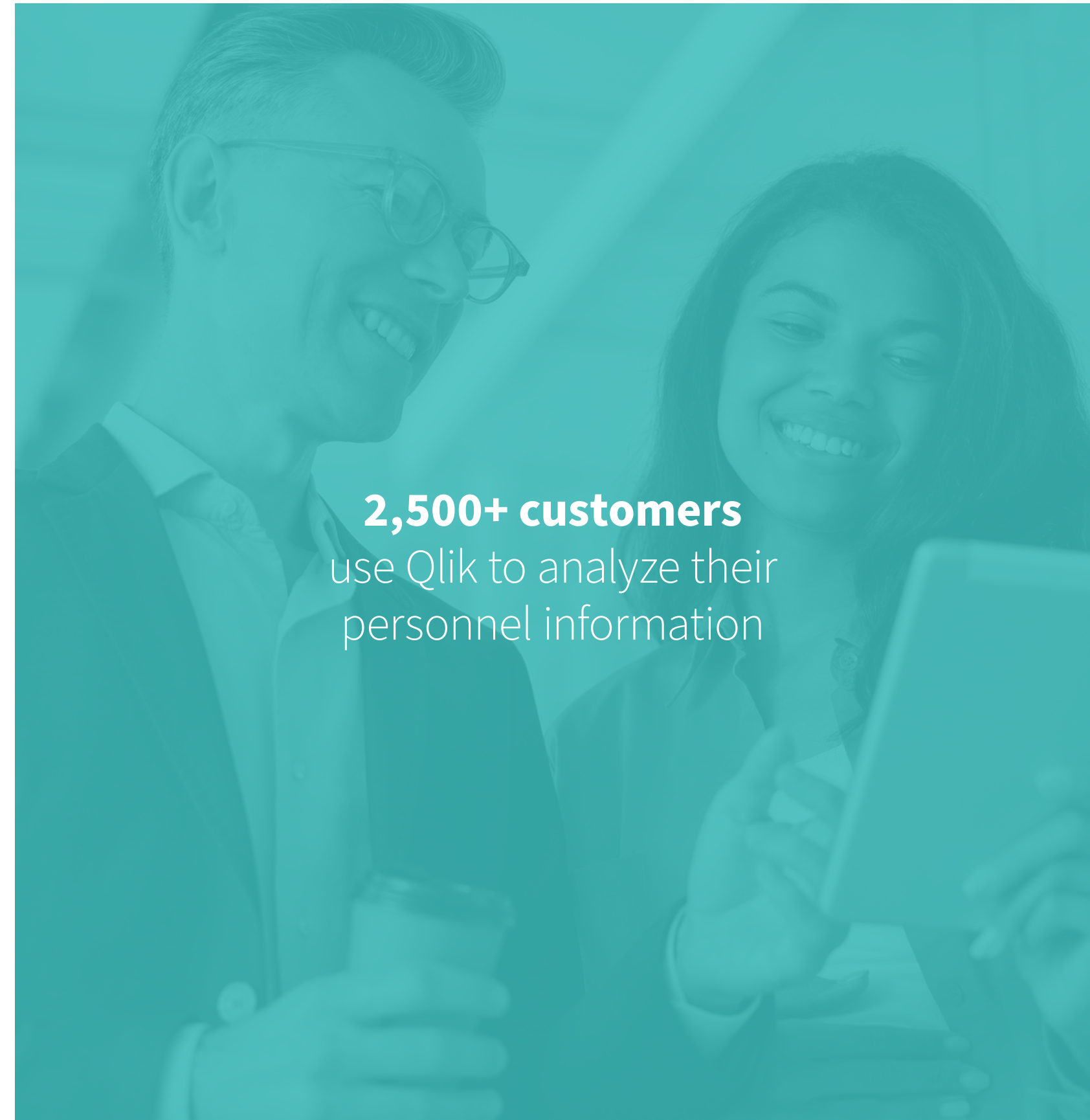- Reduce maintenance and development costs for the analytical models

![ADP logo]

Every month, ADP Netherlands BV, part of international market leader ADP Inc., provides HR, payroll, tax, and benefits administration solutions to approximately 1.2 million employees in over 6,000 companies. With all the data they collect, they wanted to improve their reporting and analysis capabilities and the solutions they offered their customers.

Offering Qlik as a tool for personnel administration information allows ADP Netherlands BV to:

- Provide clients with business intelligence that meets their unique reporting and analysis needs

- Give HR professionals the tools they need to directly contribute to corporate results

"**Offering Qlik as a reporting and analysis tool for our personnel information management systems results in high customer satisfaction and distinctiveness from our competition.**"

Hein Brockhoff, CEO

2,500+ customers
use Qlik to analyze their
personnel information

10% reduction in employee absenteeism

—————————

Deployment of many new applications in just 1 week

Diakonhjemmet Sykehus

This Norway-based hospital wanted to better understand their staffing levels, leave, and absenteeism. But they were working with a system that only computed the total absences in each department. If they wanted more detailed information, they had to export data by month and analyze it manually.

Their Qlik-powered HR management solution allows them to:

- Use a custom-built dashboard that extracts relevant information from a database of tens of millions of lines

- Identify trends and issues by tracking and reviewing absenteeism, staffing, and leave daily

- Develop more effective solutions for specific groups experiencing high absenteeism

"**We had always assumed that a solution that could handle the complex needs of a hospital would be too costly or too resource intensive … Once we saw Qlik, it became clear to us it was the best solution for the hospital.**"

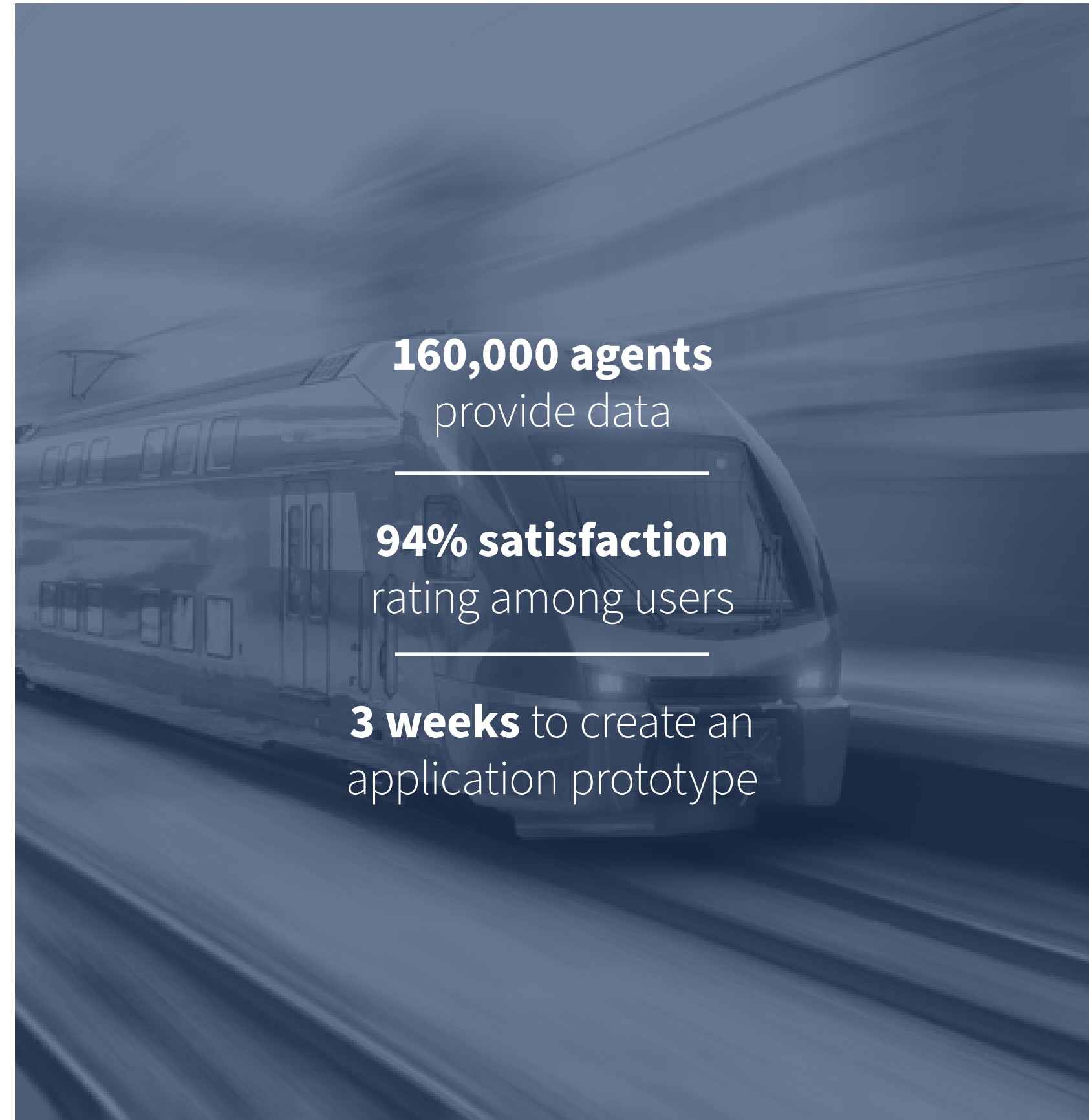**Andy Hyde,** Director of Quality and Innovation

France's national railway performed most data analyses with spreadsheets powered by fragmented HR systems. It was time to rethink their entire HR BI and analytics solution. Their goals included: tying together siloed HR systems and making key data more visible, to empower employees for better collaboration, decision-making, and problem-solving.
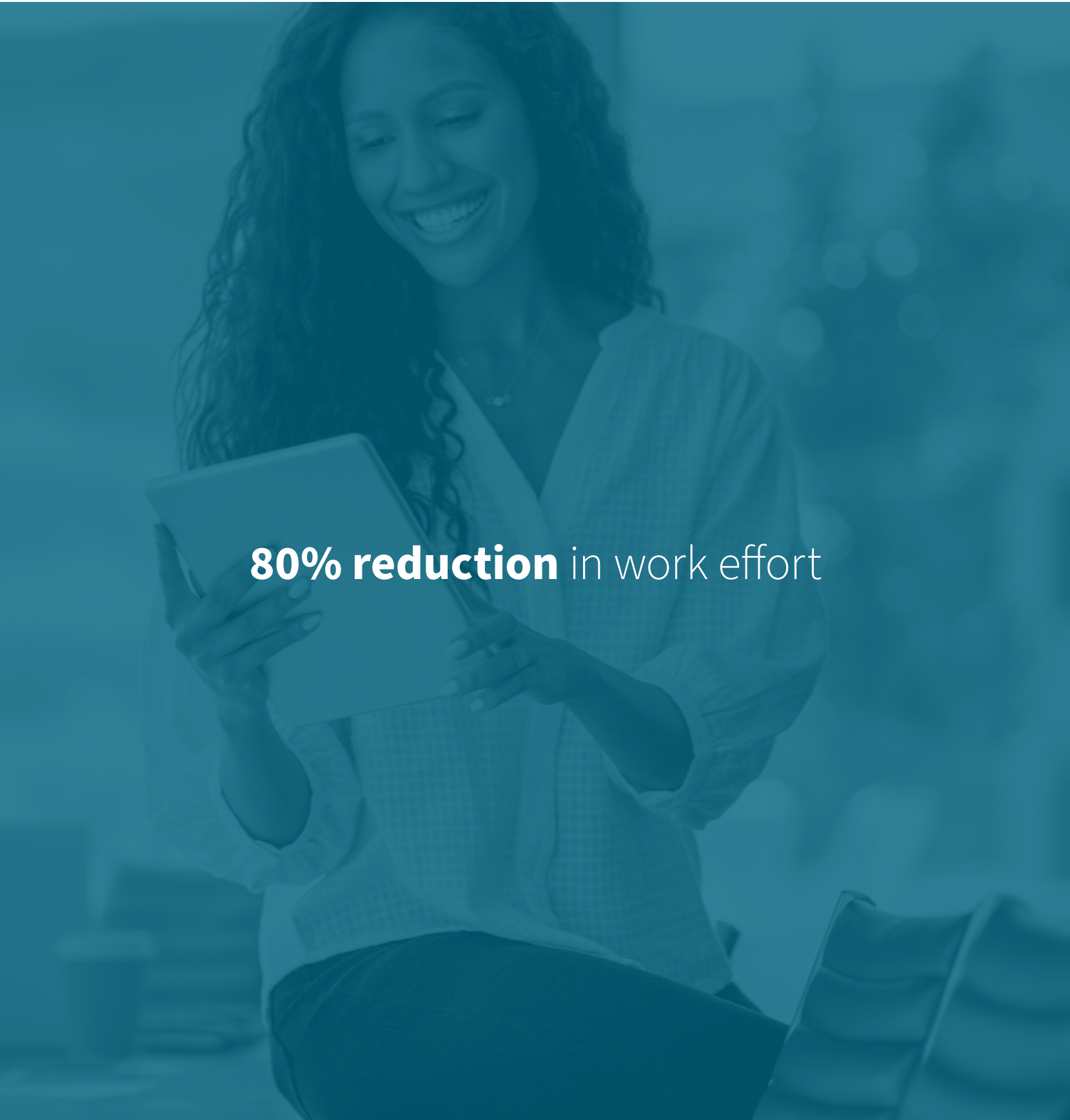
Today, SNCF uses Qlik to:

- Analyze absenteeism with visualization indicators on an interactive map

- Monitor staff against agent resources and payroll

- Gain true predictive employment management, anticipating training, and recruitment

"**Before Qlik, this type of analysis was very laborious, or simply impossible.**"

Hervé Genty, Project Management Labor Analytics

160,000 agents
provide data

94% satisfaction
rating among users

3 weeks to create an
application prototype

80% reduction in work effort

eQuest®

eQuest, one of the world's largest job delivery companies and a leading provider of related-HR services, collects approximately five million job board performance statistics weekly. They needed a BI solution that would help them better understand all they were collecting.

Today, eQuest uses Qlik to:

- Analyze millions of rows of data for its customers and deliver impactful insights

- Transform the way it offers strategic counsel to its customers

- Improve customers' choices about recruitment marketing and optimize return on their marketing investment

" **The doors have been opened for us by Qlik to deliver key insights to our customers that they couldn't readily get on their own.**"

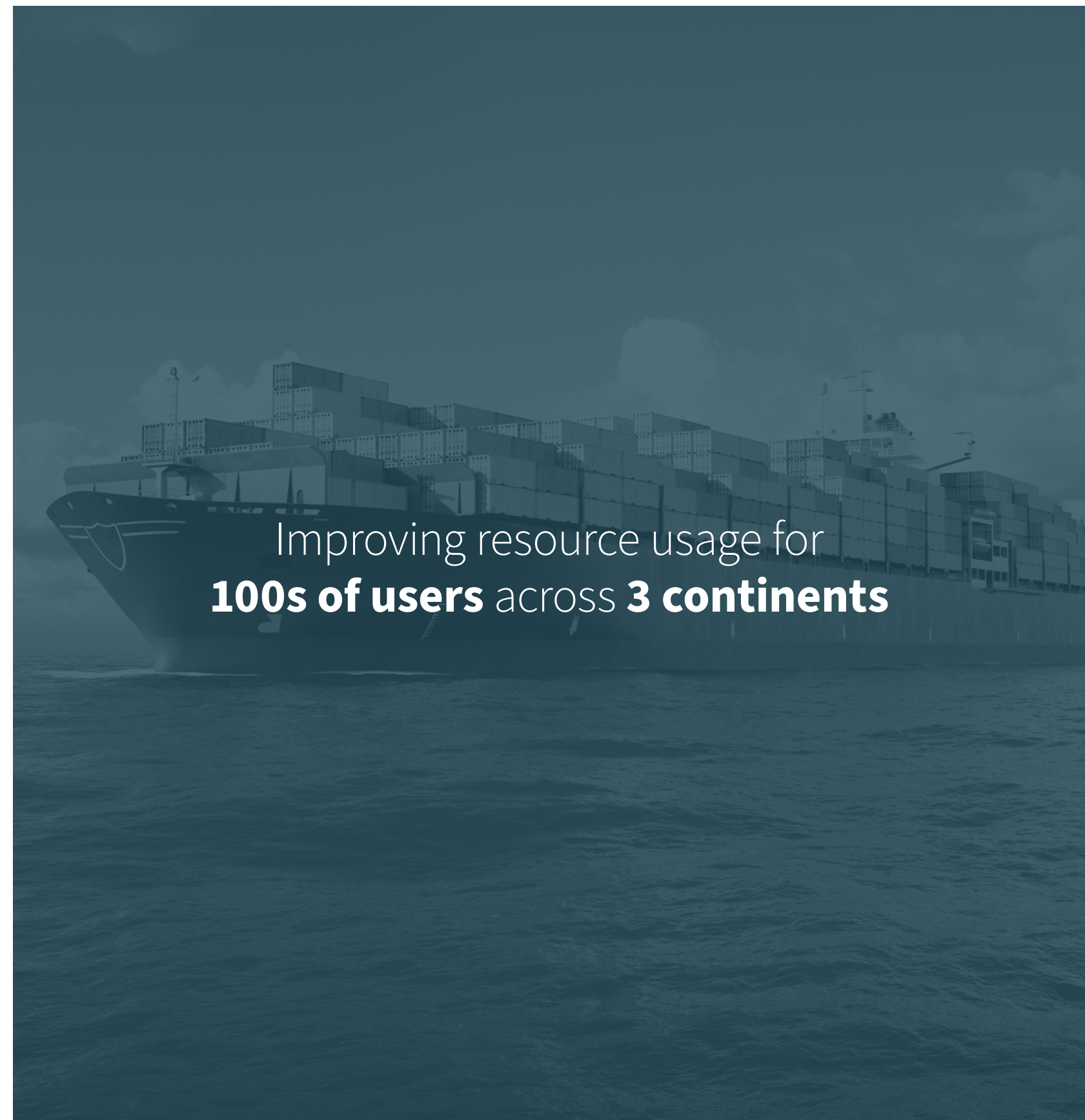**David Bernstein,** Vice President of Big Data for HR Division

The Noble Group's Human Capital Management (HCM) platform was close to a decade old. The technology, licensing, and security limitations of the platform meant this global supply chain company had limited options for reporting and analysis. It was time to improve their entire HCM system – to strengthen processes and better manage resources. This included performing more in-depth analyses without replicating information and consolidating similar data across platforms.

Today, this HongKong-based organization uses Qlik to:

- Provide easy-to-use dashboards that let HR professionals around the world analyze employee data

- Create robust reporting that highlights nearly any view of the data HR deems important

- Better analyze headcount and manage resources

"**Apart from reasonable costs to the company, Qlik also offers a different approach to doing things – it's less static reporting and more dynamic data analysis.**"

Peter Blanks, CIO Asia Pacific

Improving resource usage for
100s of users across **3 continents**

Make the data-informed moves that drive you forward.

With Qlik's end-to-end solutions for integrating, analyzing, and acting on HR data, your team can more confidently predict the impact of change on your entire organization and revolutionize:

Talent Acquisition

Optimize employee management and succession planning

Improve hiring and retention

Learning & Development

Assess training and education offerings

Understand employee skill levels and gaps, monitor progress

Performance Management

Combine performance management, LMS, other employee data

Monitor performance, satisfaction, goal progress more closely

Compensation Management

Provide equitable pay across job functions and seniority levels

Monitor total payroll costs, benefits costs, overtime spend, and variable compensation

Workforce Management

Analyze staffing resources and onboarding

Understand productivity trends and improve workplace relations

Transform HR – and your business – into a data-driven innovator.

Today, it's more important than ever to have the in-the-moment agility, flexibility, and forward-looking insights that lead to timely action. You need to empower your HR team to make better decisions, faster, with real-time information about recruitment, engagement, payroll, compensation, and retention as well as details about your market, operations, and your employees.

Traditional business intelligence strategies can't handle those demands, but Qlik can – with an end-to-end data and analytics solution for synthesizing all your data sources (no matter how disparate) into real-time information that compels you to act in the business moment.

How can Qlik help your HR organization?

Start Here

ABOUT QLIK

Qlik's vision is a data-literate world, where everyone can use data and analytics to improve decision-making and solve their most challenging problems. Our cloud-based Active Intelligence Platform® delivers end-to-end, real-time data integration and analytics cloud solutions to close the gaps between data, insights, and action. By transforming data into Active Intelligence™, businesses can drive better decisions, improve revenue and profitability, and optimize customer relationships. Qlik does business in more than 100 countries and serves over 38,000 customers around the world.

Qlik Q®

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