



# People Lens For Seamless Workforce Analytics

# Introduction

The best-known CEOs have repeatedly emphasized that **getting "people" right** is of primary importance to making a business run well. Therefore, companies are always looking for ways to improve efficiency and engagement with their people. In this process, they look for answers to questions like:

- **What's your retention rate and how can you reduce the same, or**
- **Where can you cross-skill employees instead of hiring, or**
- **What's the impact of your benefits program, or**
- **Is there scope to reduce costs w.r.t. absenteeism, turnover, etc.**

But they are unable to do so due to the effort and time needed to create insights from your data? Or because they are confused about what KPIs to analyze? Or because they have inadequate infrastructure or resources? Or a few other reasons?

**If you can relate with any of this. Then this is for you.**

## Advantages of Workforce Analytics

**Workforce Analytics** is an umbrella term that refers to the evaluation and analysis of organization's talent needs. It is about identifying the underlying gaps and determining initiatives to support all the functions from hiring to retiring.

Leveraging the data generated to create insights can empower employees with resources to improve productivity, to stay longer with organization, and to create learning experiences for the long term.

To make sure that businesses have the right people in the right role at the right time, some of the key KPIs that can be measured by HR are:

- Turnover rate
- Absenteeism rate
- Productivity metrics
- Utilization rate of resources
- Recruitment status
- Expenses analysis
- CTC analysis
- Learning & Development status

“  
**2%**

Bersin research points out that a meagre 2% of HR organizations have **mature people analytics competence** to bank on

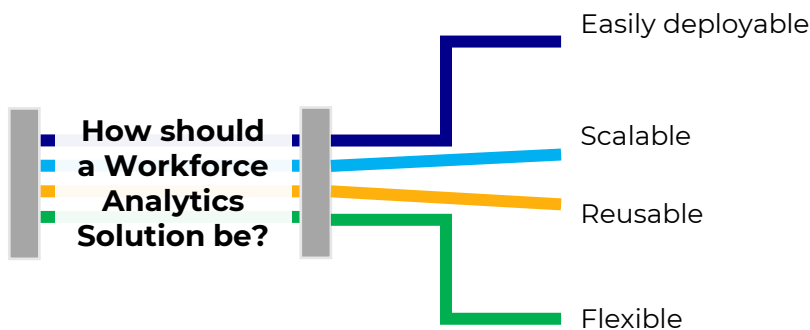
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# Where can Organizations improve?

Despite 71% of companies believing that People Analytics is a high priority at their organization, only a few have mastered the tremendous roadblocks that are needed to be overcome to achieve the right analytics.

There are variety of challenges that range from unavailability of data to leveraging it. But the most common challenges that organizations face include:

CHALLENGES	EFFECT
Presentation of disorganized dashboards without the right metrics	Inefficient tracking of performance metrics
Data Integration challenges due to fragmented and disparate data	No single source of truth
Unable to identify output KPIs based on input data	Input Data complexity and time wasted on structural decisions of dashboard
Delayed Deployment for extensive reporting which increases the time-to-insight cycle speed	Longer lead time for implementation
Existing data requires extensive transformation to make it viable for analytics	Waste time and effort and increased user frustration



Intuitive, Responsive, and relevant dashboards have the added advantage of user adaptability and adoption which is difficult otherwise

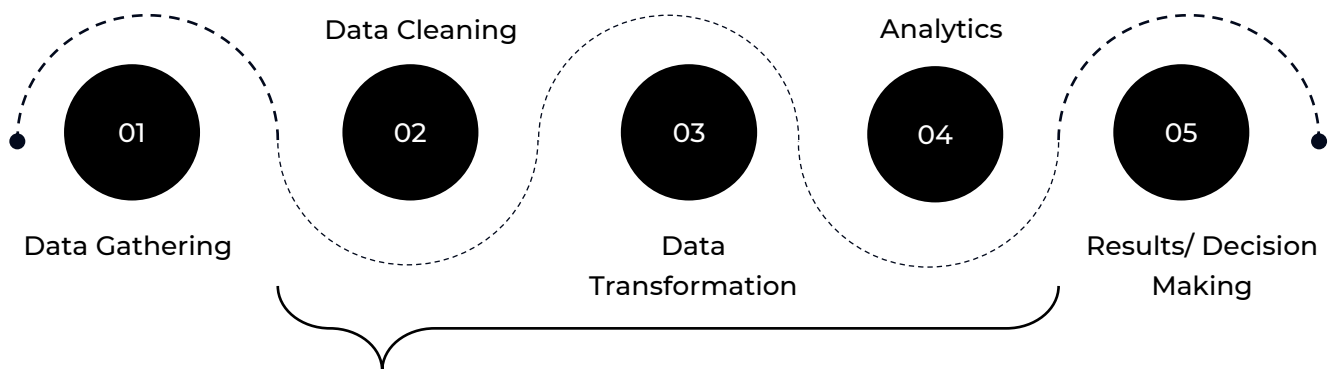
# Introducing People Lens

The easy-to-deploy AI based intuitive workforce analytics solution that provides real-time visibility into the organizational workforce for quick and in-depth insights.



# Streamline your Workforce Analytics

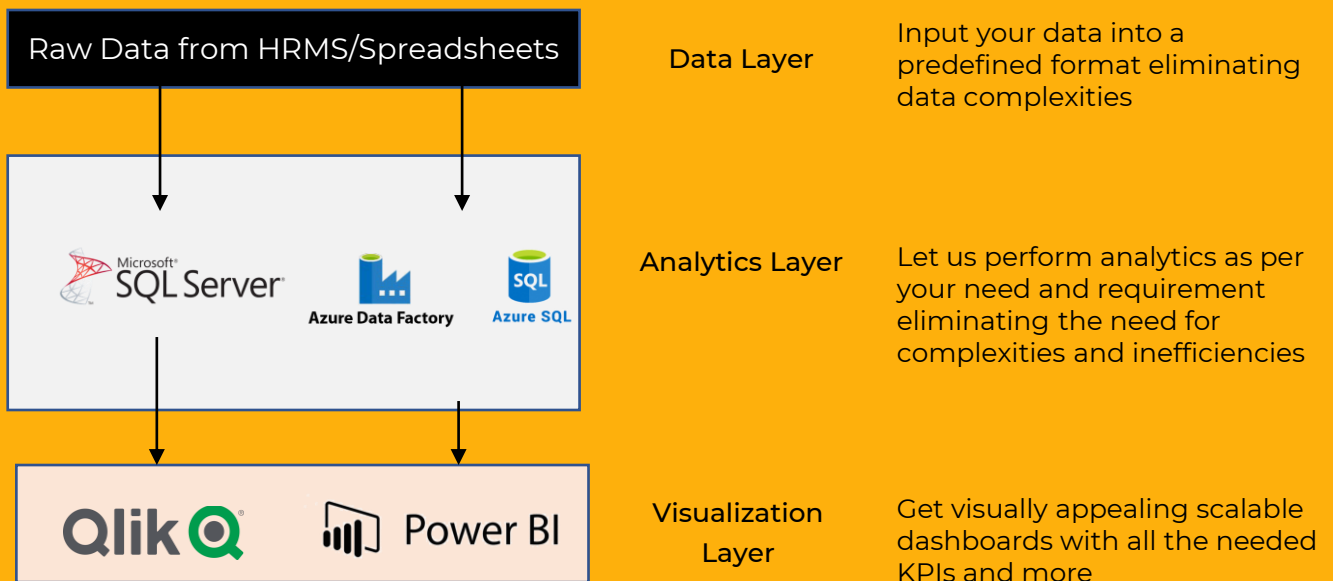
Transform traditional workforce analytics with **People Lens** by eliminating repetitive and redundant steps in your process to make it seamless, intuitive, and scalable.



Eliminate the processes that waste your time and effort to start enabling your teams with capability to make decisions

**Quick turnaround:** With Polestar Solutions you can create an end-to-end scalable asset within a few weeks

## How we do it



# Key Differentiators of People Lens

## Plug & Play

- Even without an extensive setup of the analytics layer users can still get the flavour of detailed dashboards for analysis within a very short time
- Leverage the drag-and-drop nature of dashboards for easier analysis

## Scalable & Flexible

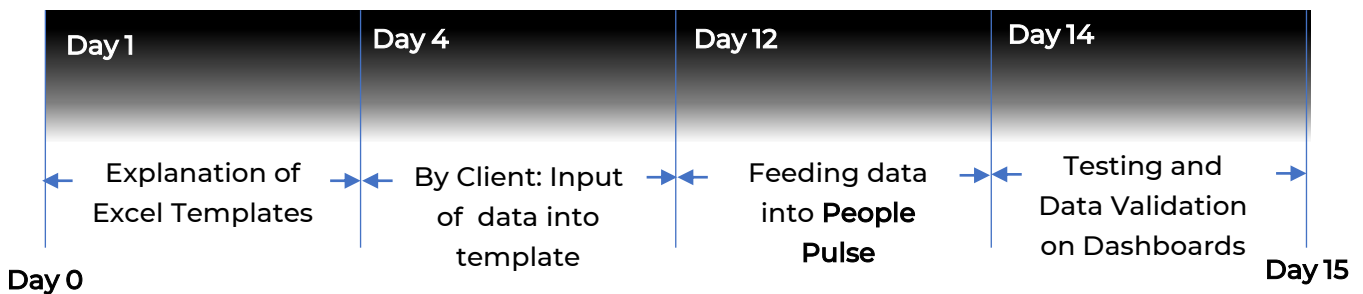
- The solution is scalable for the future by catering to expanding data.
- With defined data tables and inputs, we eliminate the need for bias and can establish consistency very quickly

## Faster Turnaround

- Instead of waiting for months for actionable insights you can get complete visibility within 2 weeks
- Save time, money, and resources for building high-level analytics assets with ease

## Indicative Timeline

The final product of People Lens is an Interactive HR dashboard hosted on Power BI/Qlik which consumes the raw data fed to it, breaks it into relevant fact and dimension models and returns visuals and metrics for consumption by the end user



## About Polestar Solutions

As an AI & Data Analytics powerhouse, Polestar Solutions helps its customers bring out the most sophisticated insights from their data in a value-oriented manner. From analytics foundation to analytics innovation initiatives, we offer a comprehensive range of services that helps businesses succeed with data.

