



By SIFT ANALYTICS GROUP

E-Book

Modern Solutions for
Modern Problems

- To unlock strategic HR insight
- To improve the employee experience
- To keep track of payrolls and claims

Human Resource Analytics

Reporting, Analytics & Dashboard



Headquartered in Singapore since 1999, with over 500 corporate clients in the region, SIFT Analytics is your trusted partner in delivering reliable enterprise solutions, paired with best-of-breed technology throughout your business analytics journey. Together with our experienced teams, we will journey with you to integrate and govern your data, predict future outcomes and optimize decisions, and achieve the next generation of efficiency and innovation.

Data has the answers

Organizations have realized the need for evolving and challenging new ways to optimize more holistically and to ensure they stay ahead of change and stand out.

As such, companies that are already practicing data analytics have discovered new ways to improve and build on existing advantages, thereby strengthening their business capabilities.

For companies not yet investing in analytics solutions, the opportunity cost of waiting will only grow.

Continue reading as you will witness how analytics has been benefitting the transformed healthcare industry that is proven very practical to the business.



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Transforming HR Data

HR leaders are turning to analytics to find a new sources of growth, gain actionable insights and tackle their most critical issues.



Over the past decades, SIFT has worked closely with both public and private organizations. Study SIFT HR use cases and find the right solutions for your organization's needs.

You will be guided on:

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How Analytics is Changing HR

HR analytics are guiding HR leaders and professionals to to build a successful and competent workforce.

HR always had a longstanding of corporate problems to deal with. The problems can range from onboarding recruits to evaluating employees' satisfaction.

The good news is that more businesses are now realizing that data is an effective solution to enable the next level of their HR management especially when it comes to answering key questions about the workforce and its needs.

With the help of analytics, HR gains a clearer understanding of how each department's employees are performing and sees the bigger picture, for instance, identifying internal talent and matching them with promotion opportunities or predicting the attrition rate.

When information are all pulled together, this ensures HR do not overlook the finer details and also receive insights to improve employee's needs, all the need to enhance individual's productivity.



Employee Performance Analysis

A performance dashboard can help HR to identify emerging problems, and analyze whether the need to enforce strategies that provide desired improvements.

HR managers evaluate an individual's overall performance, monitoring their daily contributions, training, and absenteeism

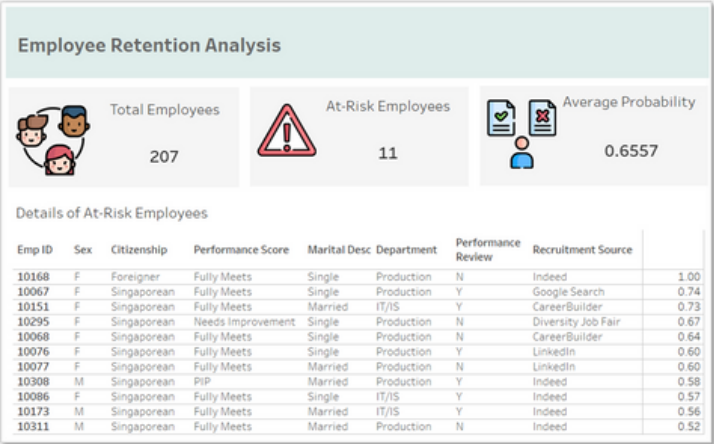


Regular employee performance reviews are important as it provides HR with the opportunity to assess overall employee conduct. The dashboard is useful for HR to identify the current culture, trends, productivity, and even motivation in the organization. These are the significant signs that HR can rely on to reveal the root causes of business performance.

- ▲ Track absenteeism over some time
- ▲ Analyze historical overtime by age group
- ▲ Gain a clear understanding of employee training costs and the overall effectiveness of the employees

Employee Retention Analytics

By retaining employees, businesses can reduce turnover and the costs associated with hiring new staff. Understanding retention also allows them to encourage productivity and favorable work culture for the employees.



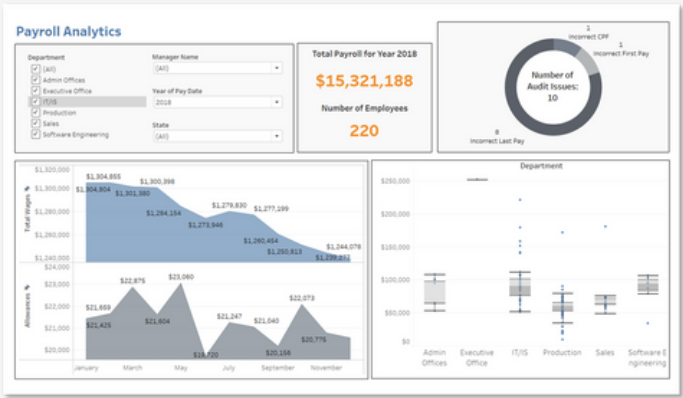
To perform this analysis, Predictive Modelling is used where historical employee data is used for training and evaluating predictive models. The employee data contains a field “Terminated” that tracks if the employee has left the company or not. The Human Resources department has also collected employee data such as their profile, engagements, and salary information.

With these insights, the HR Department is able to implement strategies to target employees with a high likelihood of employee attrition and at the same enhance current strategies to improve employee retention.

Payroll Analysis

Payroll Analytics allows for timely checks on payroll costs all year round allowing for immediate flagging out of potential issues that the Human Resources department can work on.

Analyzing Payroll data allows management to understand underlying trends to improve decision-making.



In this dashboard, a trend line of wages and allowances given in the company is shown. This allows us to gauge if there are any significant changes in the remuneration policies of our employees and if the company needs to revise the payroll policies accordingly to account for such changes. At the top, users may interact with the dashboard to introduce filters through a drill-down analysis of payroll trends.

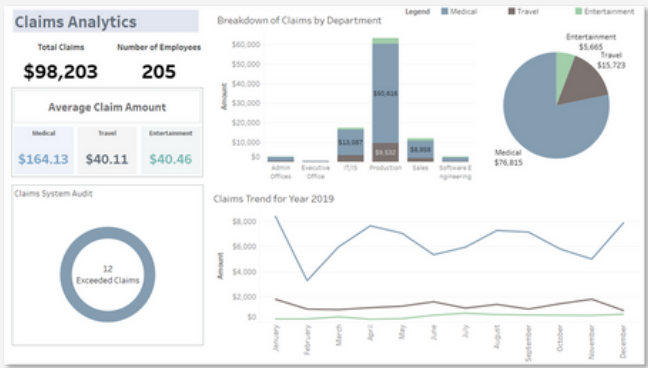
As part of the payroll analytics solution, reconciliation and other business rules analytics may flag payroll audit issues. These issues may include possible lapses in the payroll process that result in inaccurate payroll amounts being paid out for new joiners or leaving staff.

By performing these checks, companies can ensure regulatory compliance, cost minimization and, payroll optimization, leaving the detection work to the analytics solution. The Human Resources department can then follow up on these issues to rectify them on a timely basis.

Claim Analysis

Claims Analytics enhances tracking of claims across the company to give timely notifications on the claims data for cost reduction and improvement.

Claims Analytics allows business leaders to understand key cost drivers and identify costly claims.



Here, organizations identify general trends in claims data, such as average claim amounts, breakdowns by department, months, and different claim types. By understanding the reasons for costly claims, the Human Resources department can investigate if there is a need to revise employee policies or if there has been a misuse of company funds. Human Resources policies can be updated to reflect employees' current needs while minimizing costs.

Audit results of the system can be performed and accessible to users of the system. If records were flagged out to have issues such as in this case, 12 employees were suspected of exceeding their claim threshold, further checks can be done to investigate this further and ensure no misappropriation of funds.

Upon clicking on the Audit results, users will navigate to a table of details to perform further checks. This would involve understanding further reasons why the claim was reimbursed to the employee even though it has exceeded the threshold.

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