

MHR

ANALYTICS

PRE-BUILT REPORT PACKS

Your end-to-end HR and payroll analytics solution

The data your organisation collects in reports can track your progress, your workforce and help you formulate budgets and investment plans for the upcoming year.

Reporting also allows you to understand which of your products or services are the most successful, and can identify areas for improvement.

TALENT_AUDIT_GENDER
PAY_GAP_... () (COMPLETE)

> 084_RUNNING_
ITRENT REPORT PACK_0485

PAYROLL_ABSENCE_WORKFORCE
RUNNING_... () (COMPLETE)

> GENERATING
PAYROLL DATA 004

With MHR Analytics' pre-built report packs, you can gain real insight into specific areas of your organisation without needing a background in BI or employing an in-house specialist

Remove this headache with fully customisable searches across modules, date ranges and users, as well as increased efficiency, accuracy and volume of information available.

The audit report pack streamlines the current two-step process in iTrent and business objects required to extract audit reports, to one process - enabling you to run a report directly from the pack (installed in business objects).

Having ready-to-share reports to layer on top of your HR system will allow you to dramatically simplify the processes you have in place and analyse crucial trends in your data.

They give you a head-start into reporting as all the hard work of building the reports is already done for you:

- Save time – end-to-end HR and payroll analytics can be implemented on day one and you'll be ready to report on day two - saving months in build time.
- Save money – rapid deployment means you'll be maximising your investment in data insight from the start leading to sustainable cost savings and a competitive advantage.

MHR Analytics will support you every step of the way

Built and supported by MHR Analytics, your pre-built report packs won't just save you time and money – they'll also give you peace of mind.

We'll help you get the most from the software and we'll be there if anything goes wrong.

Benefit from:

Workforce analysis

- Report and analyse salary costs, headcount, joiners, leavers and turnover.
- Perform structural breakdown analysis such as service area directorate, department.
- Month-on-month/year-on-year trending analysis.
- See year to date figures for the current calendar year (since January) or the current financial year.
- Analyse your workforce turnover at a granular level – from the percentage of voluntary leavers vs involuntary leavers, to the reasons people leave, and the percentage of your workforce that has been employed for more than 12 months.

Absence analysis:

- View days lost analysis by areas of business.
- Perform absence day, cost of absence and reason analysis.
- Pre-configured days available comparison.
- Analyse month-on-month/year-on-year trending.
- See year to date figures for the current calendar year (since January) or the current financial year.
- Understand how different variables, such as length of service, impact absence.
- See year to date figures for the current calendar year.

Talent analysis:

- Perform analysis across core recruitment, hiring trends associated metrics.
- Analyse workforce learning and development events including competences.
- View data by business unit, department, manager.
- Analyse check-ins to monitor progress.

Payroll analysis:

- See a complete view of transactions and dissect by pay period.
- Perform detailed pensions analysis.
- View period to period trends and variances.
- Detailed equality assessments.
- Report on actual averages rather than FTE equivalents.
- Compare pay by geographical location.

Gender pay gap

- Visualise your gender pay gap manual metrics in a way that's easy to understand at all levels of your organisation.
- Discover insights into salary distributions to pinpoint key drivers for your organisation.
- Extend your gender pay gap initiative by quickly creating custom analyses on other areas of interest, such as sensitive data location and department.
- Instant insights with rapid deployment on top of your existing gender pay gap data.

Audit:

- Simplified analysis of your iTrent audit data through business objects, replacing the previous two-step.
- View a high-level summary of your audit data in real time or quickly drill down to find the information you need.
- Uncover new report tabs including, 'new employee social security details recorded', 'temporary elements recorded', 'salary amendments' and 'position transfers'.
- See when an amendment was made and the values before and after the change.

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