



HUMAN RESOURCE INDUSTRY

# Encouraging Streamlined and Economical Operations

Case Study

# Background



## Opportunity

Data Refining  
HR Data Analytics



## Why Visualr

Conversant Persuasive  
Visualization  
Low TCO  
Scalability



## Data Sources

MS Excel  
Tally

The client is at the forefront of financial software industry, providing the broadest portfolio of banking, capital markets, investment management and risk solutions available in the market. With more than 2,000 customers in 130 countries, their team of domain experts, combined with their partner ecosystem, have an unparalleled ability to address industry requirements at both a global and local level. They connect systems, collect data and create intelligent information to drive smarter business decisions.

## Opportunity: Human Resource Analytics

This client can now be counted among the top leaders in IT management and service based industry. However, the company was facing trouble streamlining their HR operations as the whole data was segregated and unstructured in different Excel sheets and it was difficult for them to get a comprehensive view of HR activities, which also resulted in unnecessary investments. They felt an urgent need to collaborate different data onto a single platform to facilitate convenience and cut down on expenses.

They required HR dashboards to get a quick overview of a particular area specifically in employee compensation and performance. Also, the collaboration of numerous Excel sheets onto one platform, which is pretty much a complex operation, topped their requirement list. This is where Visualr stepped in and sorted ways to get rid of their troubles.

# The Game Changing Logics



## Improvement in HR Operations

With Visualr running at their backend, they can now easily identify employee performance, compensation benefits and bonus. Also, the decision makers can view information at an individual worker level or aggregate it for a holistic view of a department or division. More importantly, Visualr highlights any rising issue that draws attention of concerned authorities to focus and immediately curb the problem at earliest.



## Improvement in Recruitment Process

The client can now track human resource requirement as and according to department and location; and, uncover hidden drivers of engagement and performance.



## Total Cost of Ownership

Visualr has dramatically reduced the time employee spends on collecting and combining data, creating reports; thus, enabling data-intensive collaboration.

## Primary Outcomes

Effective Monitoring



Visibility of KPIs



Reduced Time and Cost by 50%



# Key Performing Metrics



Following the success of the Visualr deployment, the client established corporate imperatives across Human Resource diversification. To manage progress, baseline data had to be collected manually and target improvements set. However, more than 80 percent of these imperatives are measured by data housed in multiple excel sheets. Therefore, it was extremely difficult to combine and analyse data that further limited the leadership to visualize into metrics of Human Resource. Using Visualr and Data Refinement, this client was able to combine and analyse information access performance metrics critical to the pursuit of HR imperatives.

# Key Benefits



Comprehensive view  
of KPIs in Human  
Resource



Allowing practitioners  
to see the  
implications of  
proposed plans and  
use Human  
Resources optimally.

# About Visualr

Visualr is a state-of-the-art data visualization tool, which allows you to see through your data and gain useful insights that might be of great help to you in realizing the status, issues and demands of your business in a better way.

